

Student Achievement and Teacher Quality Program Senate File 277

FINAL ACTION

April 23, 2007

An Act relating to the state's educational standards regarding teacher librarians and qualified guidance counselors, and to teacher and administrator quality, including the student achievement and teacher quality program and an administrator quality program, making appropriations, and providing an effective date.

**Fiscal Services Division
Legislative Services Agency**

NOTES ON BILLS AND AMENDMENTS (NOBA)

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**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**GUIDANCE COUNSELORS
REQUIRED**

- Requires school districts to have a licensed guidance counselor beginning July 1, 2007, and to work toward a goal of having one qualified guidance counselor for every 350 students. (Page 1, Line 23)

FISCAL IMPACT: There is no fiscal impact to the General Fund of the State as a result of this section of the Act. The statewide fiscal impact to local school districts is estimated to be between \$1.2 million and \$2.5 million by FY 2010.

SCHOOL NURSES REQUIRED

- Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007, and to work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition issued by the Board of Education Examiners. (Page 1, Line 34)

FISCAL IMPACT: There is no fiscal impact to the General Fund of the State as a result of this section of the Act. The statewide fiscal impact to local school districts is estimated to be between \$1.8 million and \$3.5 million by FY 2010.

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
MINIMUM TEACHER SALARIES**

- Increases the minimum salary for beginning teachers by \$1,000 to \$26,500 in FY 2008. (Page 12, Line 34)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1.5 million in FY 2008.

- Increases the minimum salary for first-year career teachers by \$1,000 to \$27,500 and the minimum salary for all other career teachers by \$1,000 to \$28,500 in FY 2008. (Page 13, Line 10)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
CHANGES TO FY 2008 AND FY 2009
APPROPRIATIONS**

- Increases the FY 2008 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$34.6 million to a total of \$173.9 million. This is an increase of \$69.6 million compared to the estimated FY 2007 appropriation. (Page 31, Line 4)
- Increases the FY 2009 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$75.0 million to a total of \$248.9 million. This is an increase of \$75.0 million compared to the FY 2008 appropriation. (Page 31, Line 4)

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM –
CHANGES TO ALLOCATIONS**

- Allocates \$1.1 million in FY 2008 and FY 2009 to the Department of Education for issuance of National Board Certification (NBC) awards. Of the amount, \$85,000 is allocated annually to the Ambassador to Education position. For FY 2008, \$1.0 million of the amount is allocated to market factor incentives. The allocation to NBC awards, combined with carry-forward funds from previous years, is sufficient to fulfill commitments to those that register for certification by the deadlines established in 6 and 7 of the Act. No additional awards are funded. (Page 18, Line 15)
- Allocates up to \$695,000 annually in FY 2007 through FY 2009 to the Department of Education for professional development and evaluator training. (Page 18, Line 34)
- Allocates up to \$20.0 million in FY 2008 for distribution to school districts for professional development. (Page 19, Line 14)
- Allocates up to \$1.8 million in FY 2008 to the Department of Education to establish Teacher Development Academies. (Page 20, Line 12)

**EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM –
CHANGES TO ALLOCATIONS
(CONTINUED)**

- Allocates funding for distribution to school districts for market factor incentives as follows: (Page 20, Line 34 through Page 21, Line 18)
 - FY 2007 - \$3.4 million
 - FY 2008 - \$3.4 million
 - FY 2009 - \$7.5 million
 - FY 2010 - \$6.6 million
- Requires at least \$1.0 million of the funds allocated for market factor incentives in FY 2008 to be used by the Department to assist school districts to recruit, employ, and retain qualified teacher librarians, guidance counselors, and school nurses. (Page 20, Line 34)
- Allocates \$1.0 million for FY 2008 to the Department of Education for the Pay for Performance Program. (Page 21, Line 27)
- Allocates \$2.5 million for FY 2009 to the Department of Management for the Pay for Performance Program. (Page 22, Line 5)

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
OTHER SIGNIFICANT CHANGES**

- Requires school districts to conduct background checks prior to entering into an initial contract with a teacher holding a license other than an initial license. (Page 4, Line 35)
- Adds all licensed non-administrative employees of Area Education Agencies (AEAs) and school districts, including those holding a Statement of Professional Recognition issued by the Board of Educational Examiners, to the definition of “teacher” for purposes of the Student Achievement and Teacher Quality Program. (Page 6, Line 17)
- Requires school districts and AEAs to create Teacher Quality Committees to monitor the implementation of the Student Achievement and Teacher Quality Program. (Page 7, Line 23)
- Requires professional development plans for each attendance center. (Page 8, Line 35; Page 11, Line 14)
- Specifies that the goal for the use of professional developments is to provide one additional contract day or the equivalent thereof for professional development. Specifies the appropriate uses of the funds. (Page 11, Line 25)
- Requires the Department of Education, in collaboration with AEAs, to establish teacher development academies. (Page 12, Line 26)
- Beginning in FY 2009, requires the formula for distribution of annual salary funding within a school district to be negotiated by the school board and the certified bargaining representative. Requires increases in the funds provided above the base year to be distributed by a mutually agreed upon formula. (Page 14, Line 29)
- Requires the Intensive Assistance Program to be subject to negotiation and grievance procedures and specifies that a district may not apply adverse consequences to a teacher that is not meeting the performance standards and criteria until the teacher has participated in the Program. (Page 15, Line 25 and Page 16, Line 5)
- Changes the focus of the Market Factor Pay Program from salaries to incentives. (Page 16, Line 11 through Page 18, Line 10)
- Requires nonreversion of funds allocated for the Pay for Performance Program. (Page 22, Line 35)

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –
OTHER SIGNIFICANT CHANGES
(CONTINUED)**

**STUDENT ACHIEVEMENT AND
TEACHER QUALITY –**

EXECUTIVE SUMMARY
NOTES ON BILLS AND AMENDMENTS

SENATE FILE 277
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM

**OTHER SIGNIFICANT CHANGES
(CONTINUED)**

REQUIRED REPORTS

EFFECTIVE DATE

GOVERNOR'S VETO

ENACTMENT DATE

- Strikes the requirement for individual Pay for Performance Program incentives. (Page 23, Line 26)
- Limits the Pay for Performance Commission to two planning pilots in FY 2008 and two implementation pilots in FY 2009. (Page 23, Line 9 through Page 25, Line 7)
- Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010. (Page 25, Line 8)
- Establishes the Career Ladder Pilots to identify promising practices related to enhanced teacher compensation career ladder models. Directs the Department to conduct up to eight planning pilots in FY 2008 and eight implementation pilots in FY 2009. (Page 25, Line 10)
- Establishes the Administrator Quality Program, including the Beginning Administrator Mentoring and Induction Program established in FY 2007, and modifies related existing statutes. (Page 4, Line 10 through Line 34; Page 26, Line 5 through Page 31, Line 3)
- Requires the Department of Education to report on market factor incentives in the Annual Condition of Education Report. Requires the Department to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. (Page 17, Line 35)
- Postpones the due date for the first interim progress report from the Pay for Performance Commission to January 14, 2008. (Page 24, Line 30)
- Requires the Department to annually submit an interim report on the career ladder pilots to the General Assembly by January 14 and to submit a final report no later than six months after completion of the planning and implementation pilots. (Page 25, Line 10)
- Section 45, requiring nonreversion of funds for the Pay for Performance Program, takes effect on enactment. (Page 31, Line 24)
- The Governor vetoed language requiring the State Board of Education to adopt rules requiring statewide implementation of successful components of the career ladder pilots. The Governor cited the need to consider the results of the pilots before making decisions regarding statewide implementation. (Page 25, Line 10)
- This Act was approved by the General Assembly on April 23, 2007, and item vetoed and signed by the Governor on April 26, 2007.

Senate File 277

Senate File 277 provides for the following changes to the Code of Iowa.

Page #	Line #	Bill Section	Action	Code Section	Description
1	1	1	Amends	Sec. 256.7(25)	Technical Change
1	7	2	Adds	Sec. 256.7(27)	Standards for School Administrators
1	13	3	Adds	Sec. 256.9(55)	School Administrator Standards and Criteria
1	23	4	Adds	Sec. 256.11(9A)	Licensed Guidance Counselors Required
1	34	4	Adds	Sec. 256.11(9B)	School Nurses Required
2	8	5	Amends	Sec. 256.11A	Waiver of Requirements for Teacher Librarians, Guidance Counselors, and School Nurses
3	3	6	Amends	Sec. 256.44(1)(a)	National Board Certification - Reimbursement of Registration Fees
3	20	7	Amends	Sec. 256.44(1)(b)	National Board Certification - Annual Awards
3	32	8	Adds	Sec. 257.31(5)(m)	Modified Allowable Growth and Supplemental Aid for Teacher Librarian, Guidance Counselor, and School Nurse Requirements
4	4	9	Amends	Sec. 272.2(10)	Statements of Professional Recognition
4	10	10	Amends	Sec. 272.9A(1)	Administrator Licenses
4	20	10	Amends	Sec. 272.9A(2)	Administrator Licenses
4	24	10	Amends	Sec. 272.9A(3)	Administrator Licenses
4	35	11	Amends	Sec. 279.13(1)	Teacher Contracts - Background Checks
6	9	12	Repeals	Sec. 284.1(4)	Team-Based Variable Pay
6	11	13	Amends	Sec. 284.2(9)	Area Education Agency Boards
6	17	14	Amends	Sec. 284.2(11)	Definition of Teacher - Statement of Professional Recognition
6	35	15	Amends	Sec. 284.3(2)(b)	Evaluation and Grievance Procedures
7	15	16	Amends	Sec. 284.4(1)	Area Education Agencies Eligible for Salary Funds
7	23	17	Amends	Sec. 284.4(1)(c)	Teacher Quality Committees
8	35	18	Amends	Sec. 284.4(1)(d & e)	Attendance Center Professional Development Plans
9	11	19	Repeals	Sec. 284.4(1)(g)	Team-Based Variable Pay
9	13	20	Amends	Sec. 284.6(1)	Technical Change

Page #	Line #	Bill Section	Action	Code Section	Description
9	21	21	Amends	Sec. 284.6(1)(a)	Technical Change
9	26	22	Amends	Sec. 284.6(2)	Technical Change
9	32	22	Amends	Sec. 284.6(3)	Technical Change
10	11	22	Amends	Sec. 284.6(4)	Individual Teacher Professional Development Plans
10	26	22	Amends	Sec. 284.6(5)	Technical Change
11	4	22	Amends	Sec. 284.6(6)	Technical Change
11	14	23	Adds	Sec. 284.6(7)	Attendance Center Professional Development Plans
11	25	23	Adds	Sec. 284.6(8)	Quality Professional Development Opportunities - Additional Contract Day
12	7	23	Adds	Sec. 284.6(9)	Accounting for Professional Development Funds
12	26	23	Adds	Sec. 284.6(10)	Teacher Development Academies
12	34	24	Amends	Sec. 284.7(1)(a)(2)	Beginning Teacher Minimum Salary
13	4	25	Amends	Sec. 284.7(1)(b)(1)(d)	Technical Change
13	10	26	Amends	Sec. 284.7(1)(b)(2)	Career Teacher Minimum Salaries
13	17	27	Amends	Sec. 284.7(2)(b)(1)(c)	Technical Change
13	23	28	Repeals	Sec. 284.7(4)	Pay Increases for Career Teachers
13	25	29	Amends	Sec. 284.7(6)(a)	Salary Distribution Formula
14	15	29	Amends	Sec. 284.7(6)(b)	Salary Distribution Formula
14	29	30	Adds	Sec. 284.7(6)(d)	Salary Distribution Formula
15	8	31	Amends	Sec. 284.8(1)	Individual Professional Development Plan - Evaluation
15	25	31	Amends	Sec. 284.8(2)	Intensive Assistance Program
16	5	32	Adds	Sec. 284.8(4)	Participation in Intensive Assistance Program
16	11	33	Amends	Sec. 284.11(1)	Market Factor Incentives
16	27	33	Amends	Sec. 284.11(2)	Use of Market Factor Incentives
17	19	33	Amends	Sec. 284.11(3)	Use of Market Factor Incentives
17	35	33	Amends	Sec. 284.11(4)	Review of Effectiveness of Market Factor Incentives
18	11	34	Repeals	Sec. 284.12(1)(c)	Team-Based Variable Pay
18	13	35	Repeals	Sec. 284.12(3)	Comprehensive Evaluation of Student Achievement and Teacher Quality Program

Page #	Line #	Bill Section	Action	Code Section	Description
18	15	36	Amends	Sec. 284.13(1)(a)	FY 2008 Allocation for National Board Certification
18	34	37	Amends	Secion 284.13(1)(c)	FY 2008 Allocation for Implementation of Professional Development Program
19	14	37	Amends	Sec. 284.13(1)(d)	FY 2008 Allocation for Professional Development
20	12	38	Amends	Sec. 284.13(1)(e)	FY 2008 Allocation for Teacher Development Academies
20	22	39	Amends	Sec. 284.13(1)(f)	Technical Change
20	28	40	Amends	Sec. 284.13(1)(f)(1a)	FY 2008 Allocation for Market Factor Incentives
20	34	40	Amends	Sec. 284.13(1)(f)(1b)	FY 2008 Allocation for Market Factor Incentives - Librarians, Counselors, Nurses
21	13	40	Amends	Sec. 284.13(1)(f)(2 & 3)	FY 2009 and FY 2010 Allocations for Market Factor Incentives
21	19	41	Amends	Sec. 284.13(1)(g)	Pay for Performance Program Funds Allocated to Department of Education
21	27	42	Amends	Sec. 284.13(1)(g)(2)	FY 2008 Allocation for Pay for Performance Program
22	5	42	Amends	Sec. 284.13(1)(g)(3)	FY 2009 Allocation for Pay for Performance Program
22	16	43	Amends	Sec. 284.13,(1)(h)	Use of Student Achievement and Teacher Quality Funds Remaining After Allocations
22	24	44	Amends	Sec. 284.13(1)(i)	Technical Change
22	35	45	Amends	Sec. 284.13(1)(j)	Nonreversion of Pay for Performance Program Funds
23	9	46	Adds	Sec. 284.14(0A)	Intent of Pay for Performance Program
23	16	47	Amends	Sec. 284.14(1)	Technical Change
23	26	47	Amends	Sec. 284.14(2)	Development of Pay for Performance Program
24	2	47	Amends	Sec. 284.14(2)(a)	FY 2008 Pay for Performance Planning Pilots
24	19	47	Amends	Sec. 284.14(2)(b)	FY 2008 Pay for Performance Planning Pilots
24	26	47	Amends	Sec. 284.14(2)(c)	FY 2009 Pay for Performance Planning and Implementation Projects
24	30	47	Amends	Sec. 284.14(3)	Pay for Performance Commission Reports and Final Study

Page #	Line #	Bill Section	Action	Code Section	Description
25	8	48	Repeals	Sec. 284.14(4)	Statewide Implementation of Pay for Performance in FY 2010
25	10	49	Adds	Sec. 284.14A	Career Ladder Pilots
26	5	50	Adds	Sec. 284A.1(2A, 3A, & 3B)	Administrator Quality Program Definitions
26	21	51	Amends	Sec. 284A.2(3)	Beginning Administrator Mentoring and Induction Programs
27	9	52	Adds	Sec. 284A.2(3A)	Criteria and Process for Administrator Evaluation - Notification
27	18	53	Amends	Sec. 284A.2(4)	Beginning Administrator Licensing
28	10	54	Adds	Sec. 284A.1	Establishment of Administrator Quality Program
28	22	55	Adds	Sec. 284A.3	Standards for Administrator Evaluation
28	32	56	Adds	Sec. 284A.4	District Participation in Administrator Quality Program
29	11	57	Adds	Sec. 284A.6	Administrator Quality Program - Professional Development
30	22	58	Adds	Sec. 284A.7	Evaluation Requirements for Administrators
31	4	59	Amends	Sec. 1, Chapter 1182, 2006 Iowa Acts	FY 2008 and FY 2009 Appropriations for Student Achievement and Teacher Quality Program
31	14	60	Amends	Sec. 284A.1	Technical Change
31	16	61	Amends	Sec. 284A.2	Technical Change
31	18	62	Amends	Sec. 284A.3	Technical Change

1 1 Section 1. Section 256.7, subsection 25, Code 2007, is
1 2 amended to read as follows:
1 3 25. Adopt rules establishing standards for school district
1 4 and area education agency ~~career~~ professional development
1 5 programs and for individual teacher ~~career~~ professional
1 6 development plans in accordance with section 284.6.

CODE: Technical change to reflect updated terminology.

1 7 Sec. 2. Section 256.7, Code 2007, is amended by adding the
1 8 following new subsection:
1 9 NEW SUBSECTION. 27. Adopt by rule the Iowa standards for
1 10 school administrators, including the knowledge and skill
1 11 criteria developed by the director in accordance with section
1 12 256.9, subsection 55.

CODE: Requires the State Board of Education to adopt standards for school administrators.

1 13 Sec. 3. Section 256.9, Code 2007, is amended by adding the
1 14 following new subsection:
1 15 NEW SUBSECTION. 55. Develop Iowa standards for school
1 16 administrators, including knowledge and skill criteria, and
1 17 develop, based on the Iowa standards for administrators,
1 18 mentoring and induction, evaluation processes, and
1 19 professional development plans pursuant to chapter 284A. The
1 20 criteria shall further define the characteristics of quality
1 21 administrators as established by the Iowa standards for school
1 22 administrators.

CODE: Requires the Department of Education to develop standards and criteria for administrators and, based on those standards and criteria, develop plans for mentoring and induction, evaluation, and career development.

1 23 Sec. 4. Section 256.11, Code 2007, is amended by adding
1 24 the following new subsections:
1 25 NEW SUBSECTION. 9A. Beginning July 1, 2007, each school
1 26 district shall have a qualified guidance counselor who shall
1 27 be licensed by the board of educational examiners under
1 28 chapter 272. Each school district shall work toward the goal
1 29 of having one qualified guidance counselor for every three
1 30 hundred fifty students enrolled in the school district. The
1 31 state board shall establish in rule a definition of and
1 32 standards for an articulated sequential kindergarten through

CODE: Requires each school district to have a licensed guidance counselor beginning July 1, 2007, and work toward a goal of having one qualified guidance counselor for every 350 students. Requires the State Board of Education to establish a definition of and standards for an articulated sequential guidance and counseling program for kindergarten through grade 12.

FISCAL IMPACT: Section 5 of the Act permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 8 authorizes the School Budget Review Committee to grant one-time

1 33 grade twelve guidance and counseling program.

supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Act does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts did not have a guidance counselor. The average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 211 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Act. The statewide fiscal impact to local school districts is estimated to be between \$1,201,000 and \$2,463,000 by FY 2010. Section 40 of the Act allocates \$1,000,000 from market factor incentives to be used by the Department to assist districts in meeting this requirement and the requirements for employment of teacher librarians and school nurses.

1 34 NEW SUBSECTION. 9B. Beginning July 1, 2007, each school
1 35 district shall have a school nurse to provide health services
2 1 to its students. Each school district shall work toward the
2 2 goal of having one school nurse for every seven hundred fifty
2 3 students enrolled in the school district. For purposes of
2 4 this subsection, "school nurse" means a person who holds an
2 5 endorsement or a statement of professional recognition for
2 6 school nurses issued by the board of educational examiners
2 7 under chapter 272.

CODE: Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007, and work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition (SPR) issued by the Board of Educational Examiners.

FISCAL IMPACT: Section 5 of the Act permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. Section 8 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire school nurses. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Act does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts did not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.00% of the annual salary. An average annual salary increase of 3.00% is assumed.

The cost of reaching the goal of one school nurse for every 750 students has not been estimated. In FY 2005, 136 districts had 750 students or fewer per nurse, while 231 districts exceeded the desired ratio.

Section 9 requires a Bachelor's degree to attain an SPR. Those currently holding an SPR are not affected by this change. However, beginning in FY 2008, districts must hire school nurses that hold a Bachelor's degree and may have to pay higher salaries to do so. The statewide fiscal impact of higher salaries as a result of the requirement for a Bachelor's degree has not been estimated.

There is no fiscal impact to the General Fund of the State as a result of this section of the Act. The statewide fiscal impact to local school districts is estimated to be between \$1,763,000 and \$3,527,000 by FY 2010. Section 40 of the Act allocates \$1,000,000 from market factor incentives to be used by the Department to assist districts in meeting this requirement and the requirements for employment of teacher librarians and guidance counselors.

2 8 Sec. 5. Section 256.11A, Code 2007, is amended by striking
2 9 the section and inserting in lieu thereof the following:
2 10 256.11A TEACHER LIBRARIAN -- GUIDANCE COUNSELOR -- SCHOOL
2 11 NURSE -- WAIVERS.
2 12 1. The board of directors of a school district may file a
2 13 written request with the department of education that the
2 14 department waive the following requirements adopted by the
2 15 state board as follows:
2 16 a. By August 1, 2007, for the school year beginning July
2 17 1, 2007, apply for a one-year extension of a waiver granted
2 18 for the previous school year beginning July 1, 2006, that the
2 19 school district have a qualified teacher librarian.

CODE: Permits school districts to request that the Department of Education waive the requirements for a licensed guidance counselor or school nurse for up to two years. Permits school districts that obtained an FY 2007 waiver of the requirement for a teacher librarian to request a one-year extension from the Department of Education. Specifies that a request for a waiver must include a description of actions being taken by the district to meet the requirement. Specifies that a district cannot request a waiver of a requirement that the district fulfilled the previous school year.

2 20 b. By August 1, 2007, for the school year beginning July
2 21 1, 2007, that the school district have a qualified guidance
2 22 counselor. The board of directors of the school district may,
2 23 not later than August 1, 2008, for the school year beginning
2 24 July 1, 2008, apply for a one-year extension of the waiver.
2 25 c. By August 1, 2007, for the school year beginning July
2 26 1, 2007, that the school district have a school nurse. The
2 27 board of directors of the school district may, not later than
2 28 August 1, 2008, for the school year beginning July 1, 2008,
2 29 apply for a one-year extension of the waiver.
2 30 2. A request for a waiver filed by the board of directors
2 31 of a school district pursuant to subsection 1 shall describe
2 32 actions being taken by the district to meet the requirement
2 33 for which the district has requested a waiver. A school
2 34 district cannot request a waiver of a requirement under
2 35 subsection 1 if it met the requirements of section 256.11,
3 1 subsection 9, 9A, or 9B, as applicable, in the previous school
3 2 year.

3 3 Sec. 6. Section 256.44, subsection 1, paragraph a, Code
3 4 2007, is amended to read as follows:
3 5 a. If a teacher registers for national board for
3 6 professional teaching standards certification ~~prior to June 30~~
3 7 by December 31, 2007, a one-time initial reimbursement award
3 8 in the amount of up to one-half of the registration fee paid
3 9 by the teacher for registration for certification by the
3 10 national board for professional teaching standards. The
3 11 teacher shall apply to the department of ~~education~~ within one
3 12 year of registration, submitting to the department any
3 13 documentation the department requires. A teacher who receives
3 14 an initial reimbursement award shall receive a one-time final
3 15 registration award in the amount of the remaining national
3 16 board registration fee paid by the teacher if the teacher
3 17 notifies the department of the teacher's certification
3 18 achievement and submits any documentation requested by the
3 19 department.

CODE: Specifies that teachers must register by December 31, 2007, to qualify for reimbursement of registration fees for National Board Certification.

DETAIL: Section 36 of the Act provides funding for the National Board Certification Program. Combined with the Department's carry-forward balance, the funds are sufficient to fulfill commitments for registration reimbursement for those that meet the deadline.

3 20 Sec. 7. Section 256.44, subsection 1, paragraph b,
 3 21 subparagraph (2), unnumbered paragraph 1, Code 2007, is
 3 22 amended to read as follows:
 3 23 If the teacher registers for national board for
 3 24 professional teaching standards certification between January
 3 25 1, 1999, and ~~January 1, 2006~~ December 31, 2007, and achieves
 3 26 certification within ~~three years from the date of initial-~~
 3 27 ~~score notification~~ the timelines and policies established by
 3 28 the national board for professional teaching standards, an
 3 29 annual award in the amount of two thousand five hundred
 3 30 dollars upon achieving certification by the national board of
 3 31 professional teaching standards.

CODE: Specifies that teachers must register for National Board Certification by December 31, 2007, and achieve certification within the timelines and policies established by the National Board for Professional Teaching Standards to qualify for annual awards of \$2,500.

DETAIL: The statute limits the annual awards to a period of ten years. Section 36 of the Act provides funding for the National Board Certification Program. Combined with the Department's carry-forward balance, the funds are sufficient to fulfill commitments for annual awards to those who meet the deadline and qualify. No additional awards are funded.

3 32 Sec. 8. Section 257.31, subsection 5, Code 2007, is
 3 33 amended by adding the following new paragraph:
 3 34 NEW PARAGRAPH. m. The addition of one or more teacher
 3 35 librarians pursuant to section 256.11, subsection 9, one or
 4 1 more guidance counselors pursuant to section 256.11,
 4 2 subsection 9A, or one or more school nurses pursuant to
 4 3 section 256.11, subsection 9B.

CODE: Authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire teacher librarians, guidance counselors, or school nurses.

4 4 Sec. 9. Section 272.2, subsection 10, Code 2007, is
 4 5 amended to read as follows:
 4 6 10. Issue statements of professional recognition to school
 4 7 service personnel who have attained a minimum of a
 4 8 baccalaureate degree and who are licensed by another
 4 9 professional licensing board.

CODE: Requires a minimum of a Bachelor's degree to attain a Statement of Professional Recognition (SPR) from the Board of Educational Examiners.

DETAIL: The Statement of Professional Recognition is granted to school district employees that are licensed by other professional boards.

4 10 Sec. 10. Section 272.9A, Code 2007, is amended by striking
 4 11 the section and inserting in lieu thereof the following:
 4 12 272.9A ADMINISTRATOR LICENSES.
 4 13 1. Beginning July 1, 2007, requirements for administrator
 4 14 licensure beyond an initial license shall include completion
 4 15 of a beginning administrator mentoring and induction program

CODE: Requires completion of a Beginning Administrator Mentoring and Induction Program and demonstration of competence on administrator standards to obtain a license beyond the one-year initial license.

4 16 provided by the department pursuant to section 284A.2,
4 17 subsection 2, as amended in this Act, and demonstration of
4 18 competence on the administrator standards adopted pursuant to
4 19 section 284A.3.

4 20 2. The board shall adopt rules for administrator licensure
4 21 renewal that include credit for individual administrator
4 22 professional development plans developed in accordance with
4 23 section 284A.6.

CODE: Requires the Board of Educational Examiners to include credit for career development plans in renewal of administrator licenses.

4 24 3. An administrator formerly employed by an accredited
4 25 nonpublic school or formerly employed as an administrator in
4 26 another state or country is exempt from the mentoring and
4 27 induction requirement under subsection 1 if the administrator
4 28 can document two years of successful administrator experience
4 29 and meet or exceed the requirements contained in rules adopted
4 30 pursuant to this chapter for endorsement and licensure.
4 31 However, if an administrator cannot document two years of
4 32 successful administrator experience when hired by a school
4 33 district, the administrator shall meet the requirements of
4 34 subsection 1.

CODE: Specifies that an administrator formerly employed by an accredited nonpublic school or formerly employed as an administrator in another state or country is exempt from the mentoring and induction requirement. The administrator must document two years of successful administrator experience and meet or exceed the requirements for licensure.

4 35 Sec. 11. Section 279.13, subsection 1, Code 2007, is
5 1 amended to read as follows:
5 2 1. a. Contracts with teachers, which for the purpose of
5 3 this section means all licensed employees of a school district
5 4 and nurses employed by the board, excluding superintendents,
5 5 assistant superintendents, principals, and assistant
5 6 principals, shall be in writing and shall state the number of
5 7 contract days, the annual compensation to be paid, and any
5 8 other matters as may be mutually agreed upon. The contract
5 9 may include employment for a term not exceeding the ensuing
5 10 school year, except as otherwise authorized.
5 11 b. Prior to entering into an initial contract with a
5 12 teacher who holds a license other than an initial license

CODE: Requires school districts to conduct background checks prior to entering into an initial contract with a teacher holding a license other than an initial license.

5 13 issued by the board of educational examiners under chapter
5 14 272, the school district shall request the division of
5 15 criminal investigation of the department of public safety to
5 16 conduct a background investigation of the applicant. The
5 17 school district shall require the teacher to submit a
5 18 completed fingerprint packet, which shall be used to
5 19 facilitate a national criminal history check. The school
5 20 district shall submit the packet to the division of criminal
5 21 investigation of the department of public safety which shall
5 22 conduct a thorough background investigation of the teacher.
5 23 The superintendent of a school district or the
5 24 superintendent's designee shall have access to and shall
5 25 review the sex offender registry information under section
5 26 692A.13, the central registry for child abuse information
5 27 established under section 235A.14, and the central registry
5 28 for dependent adult abuse information established under
5 29 section 235B.5 for information regarding applicants for
5 30 employment as a teacher. The school district may charge the
5 31 teacher a fee for the background investigation, which shall
5 32 not exceed the fee charged by the division of criminal
5 33 investigation for conducting the background investigation.
5 34 c. The contract is invalid if the teacher is under
5 35 contract with another board of directors to teach during the
6 1 same time period until a release from the other contract is
6 2 achieved. The contract shall be signed by the president of
6 3 the board, or by the superintendent if the board has adopted a
6 4 policy authorizing the superintendent to sign teaching
6 5 contracts, when tendered, and after it is signed by the
6 6 teacher, the contract shall be filed with the secretary of the
6 7 board before the teacher enters into performance under the
6 8 contract.

6 9 Sec. 12. Section 284.1, subsection 4, Code 2007, is
6 10 amended by striking the subsection.

CODE: Strikes an obsolete reference to Team-Based Variable Pay.

6 11 Sec. 13. Section 284.2, subsection 9, Code 2007, is

CODE: Adds the boards of Area Education Agencies (AEAs) to the

6 12 amended to read as follows:
 6 13 9. "School board" means the board of directors of a school
 6 14 district, ~~or a collaboration of boards of directors of school~~
 6 15 ~~districts, or the board of directors of an area education~~
 6 16 agency, as the context requires.

definition of "school board" for purposes of the Student Achievement and Teacher Quality Program.

6 17 Sec. 14. Section 284.2, subsection 11, Code 2007, is
 6 18 amended to read as follows:
 6 19 11. "Teacher" means an individual ~~holding who holds a~~
 6 20 ~~practitioner's license issued under chapter 272, or a~~
 6 21 statement of professional recognition issued under chapter 272
 6 22 ~~who is employed in a nonadministrative position as a teacher,~~
 6 23 ~~teacher librarian, preschool teacher, or counselor by a school~~
 6 24 ~~district or area education agency pursuant to a contract~~
 6 25 ~~issued by a board of directors under section 279.13. A~~
 6 26 ~~teacher may be employed in both an administrative and a~~
 6 27 ~~nonadministrative position by a board of directors and shall~~
 6 28 ~~be considered a part-time teacher for the portion of time that~~
 6 29 ~~the teacher is employed in a nonadministrative position.~~
 6 30 "Teacher" includes a licensed individual employed on a less
 6 31 than full-time basis by a school district through a contract
 6 32 between the school district and an institution of higher
 6 33 education with a practitioner preparation program in which the
 6 34 licensed teacher is enrolled.

CODE: Adds all licensed non-administrative employees of Area Education Agencies and school districts, including those holding a Statement of Professional Recognition issued by the Board of Educational Examiners, to the definition of "teacher" for purposes of the Student Achievement and Teacher Quality Program.

6 35 Sec. 15. Section 284.3, subsection 2, paragraph b, Code
 7 1 2007, is amended to read as follows:
 7 2 b. ~~By July 1, 2005, for~~ For purposes of performance
 7 3 reviews for teachers other than beginning teachers,
 7 4 evaluations that contain, at a minimum, the Iowa teaching
 7 5 standards specified in subsection 1, as well as the criteria
 7 6 for the Iowa teaching standards developed by the department in
 7 7 accordance with section 256.9, subsection 50. A local school
 7 8 board and its certified bargaining representative may
 7 9 negotiate, pursuant to chapter 20, additional teaching
 7 10 standards and criteria. A local school board and its

CODE: Specifies that evaluation and grievance procedures for teachers, other than beginning teachers, negotiated by the local school board and certified bargaining representative must not conflict with Chapter 284, Code of Iowa, the Student Achievement and Teacher Quality Program.

7 11 certified bargaining representative ~~may~~ shall negotiate,
 7 12 pursuant to chapter 20, evaluation and grievance procedures
 7 13 for teachers other than beginning teachers that are not in
 7 14 conflict with this chapter.

7 15 Sec. 16. Section 284.4, subsection 1, unnumbered paragraph
 7 16 1, Code 2007, is amended to read as follows:
 7 17 A school district or area education agency is eligible to
 7 18 receive moneys appropriated for purposes specified in this
 7 19 chapter if the school board applies to the department to
 7 20 participate in the student achievement and teacher quality
 7 21 program and submits a written statement declaring the school
 7 22 district's or agency's willingness to do all of the following:

CODE: Specifies that Area Education Agencies (AEAs) are eligible to receive funds appropriated for the Student Achievement and Teacher Quality Program.

7 23 Sec. 17. Section 284.4, subsection 1, paragraph c, Code
 7 24 2007, is amended by striking the paragraph and inserting in
 7 25 lieu thereof the following:
 7 26 c. Create a teacher quality committee. The committee
 7 27 shall have equal representation of administrators and
 7 28 teachers. The teacher members shall be appointed by the
 7 29 certified employee organization if one exists, and if not, by
 7 30 the school district's or agency's administration. The
 7 31 administrator members shall be appointed by the school board.
 7 32 However, if a school district can demonstrate that an existing
 7 33 professional development, curriculum, or student improvement
 7 34 committee has significant stakeholder involvement and a
 7 35 leadership role in the school district, the appointing
 8 1 authorities may mutually agree to assign to the existing
 8 2 committee the responsibilities set forth in this paragraph
 8 3 "c", to appoint members of the existing committee to the
 8 4 teacher quality committee, or to authorize the existing
 8 5 committee to serve in an advisory capacity to the teacher
 8 6 quality committee. The committee shall do all of the
 8 7 following:
 8 8 (1) Monitor the implementation of the requirements of
 8 9 statutes and administrative code provisions relating to this

CODE: Requires school districts and AEAs to create Teacher Quality Committees. Each Committee must have equal representation between administrators appointed by the school board and teachers appointed by the certified employee organization or, in districts where there is no such organization, by the school board. Specifies the circumstances for an existing professional development, curriculum, or student improvement committee to serve as the Teacher Quality Committee.

The Committee is required to:

- Monitor the implementation of the Student Achievement and Teacher Quality Program within the district or AEA.
- Monitor evaluation requirements and develop model evidence for the teaching standards to minimize paper work and focus on teacher improvement.
- Determine the use and distribution of professional development funds based on the professional development model adopted by the State Board of Education.
- Monitor professional development in each attendance center to ensure it meets the requirements of professional development plans.
- Ensure that the district's or AEA's collective bargaining agreement determines compensation for teachers serving on the

8 10 chapter, including requirements that affect any agreement
8 11 negotiated pursuant to chapter 20.
8 12 (2) Monitor the evaluation requirements of this chapter to
8 13 ensure evaluations are conducted in a fair and consistent
8 14 manner throughout the school district or agency. In addition
8 15 to any negotiated evaluation procedures, develop model
8 16 evidence for the Iowa teaching standards and criteria. The
8 17 model evidence will minimize paperwork and focus on teacher
8 18 improvement. The model evidence will determine which
8 19 standards and criteria can be met with observation and which
8 20 evidence meets multiple standards and criteria.
8 21 (3) Determine, following the adoption of the Iowa
8 22 professional development model by the state board of
8 23 education, the use and distribution of the professional
8 24 development funds distributed to the school district or agency
8 25 as provided in section 284.13, subsection 1, paragraph "d",
8 26 based upon school district or agency, attendance center, and
8 27 individual teacher and professional development plans.
8 28 (4) Monitor the professional development in each
8 29 attendance center to ensure that the professional development
8 30 meets school district or agency, attendance center, and
8 31 individual professional development plans.
8 32 (5) Ensure the agreement negotiated pursuant to chapter 20
8 33 determines the compensation for teachers on the committee for
8 34 work responsibilities required beyond the normal work day.

Committee for work required beyond the normal work day.

8 35 Sec. 18. Section 284.4, subsection 1, paragraphs d and e,
9 1 Code 2007, are amended to read as follows:
9 2 d. Adopt school district, attendance center, and teacher
9 3 ~~career~~ professional development plans in accordance with this
9 4 chapter.
9 5 e. Adopt a teacher evaluation plan that, at minimum,
9 6 requires a performance review of teachers in the district at
9 7 least once every three years based upon the Iowa teaching
9 8 standards and individual ~~career~~ professional development
9 9 plans, and requires administrators to complete evaluator
9 10 training in accordance with section 284.10.

CODE: Requires school districts to adopt professional development plans for each attendance center.

9 11 Sec. 19. Section 284.4, subsection 1, paragraph g, Code
9 12 2007, is amended by striking the paragraph.

CODE: Strikes an obsolete reference to Team-Based Variable Pay.

9 13 Sec. 20. Section 284.6, subsection 1, unnumbered paragraph
9 14 1, Code 2007, is amended to read as follows:
9 15 The department shall coordinate a statewide network of
9 16 ~~career~~ professional development for Iowa teachers. A school
9 17 district or ~~career~~ professional development provider that
9 18 offers a ~~career~~ professional development program in accordance
9 19 with section 256.9, subsection 50, shall demonstrate that the
9 20 program contains the following:

CODE: Technical change to reflect updated terminology.

9 21 Sec. 21. Section 284.6, subsection 1, paragraph a, Code
9 22 2007, is amended to read as follows:
9 23 a. Support that meets the ~~career~~ professional development
9 24 needs of individual teachers and is aligned with the Iowa
9 25 teaching standards.

CODE: Technical change to reflect updated terminology.

9 26 Sec. 22. Section 284.6, subsections 2 through 6, Code
9 27 2007, are amended to read as follows:
9 28 2. The department shall identify models of ~~career~~
9 29 professional development practices that produce evidence of
9 30 the link between teacher training and improved student
9 31 learning.

CODE: Technical change to reflect updated terminology.

9 32 3. A school district shall incorporate a district ~~career~~
9 33 professional development plan into the district's
9 34 comprehensive school improvement plan submitted to the
9 35 department in accordance with section 256.7, subsection 21.
10 1 The district ~~career~~ professional development plan shall
10 2 include a description of the means by which the school
10 3 district will provide access to all teachers in the district
10 4 to ~~career~~ professional development programs or offerings that
10 5 meet the requirements of subsection 1. The plan shall align
10 6 all ~~career~~ professional development with the school district's

CODE: Technical change to reflect updated terminology.

10 7 long-range student learning goals and the Iowa teaching
10 8 standards. The plan shall indicate the school district's
10 9 approved ~~career~~ professional development provider or
10 10 providers.

10 11 4. In cooperation with the teacher's evaluator, the career
10 12 teacher employed by a school district shall develop an
10 13 individual teacher ~~career~~ professional development plan. The
10 14 evaluator shall consult with the teacher's supervisor on the
10 15 development of the individual teacher ~~career~~ professional
10 16 development plan. The purpose of the plan is to promote
10 17 individual and group ~~career~~ professional development. The
10 18 individual plan shall be based, at minimum, on the needs of
10 19 the teacher, the Iowa teaching standards, and the student
10 20 achievement goals of the attendance center and the school
10 21 district as outlined in the comprehensive school improvement
10 22 plan. The individual plan shall include goals for the
10 23 individual which are beyond those required under the
10 24 attendance center professional development plan developed
10 25 pursuant to subsection 7.

CODE: Specifies that an individual teacher's professional development plan must include individual goals beyond those required under the attendance center's professional development plan.

10 26 5. The teacher's evaluator shall annually meet with the
10 27 teacher to review progress in meeting the goals in the
10 28 teacher's individual plan. The teacher shall present to the
10 29 evaluator evidence of progress. The purpose of the meeting
10 30 shall be to review the teacher's progress in meeting ~~career~~
10 31 professional development goals in the plan and to review
10 32 collaborative work with other staff on student achievement
10 33 goals and to modify as necessary the teacher's individual plan
10 34 to reflect the individual teacher's and the school district's
10 35 needs and the individual's progress in meeting the goals in
11 1 the plan. The teacher's supervisor and the evaluator shall
11 2 review, modify, or accept modifications made to the teacher's
11 3 individual plan.

CODE: Technical change to reflect updated terminology.

11 4 6. School districts, a consortium of school districts,

CODE: Technical change to reflect updated terminology.

11 5 area education agencies, higher education institutions, and
11 6 other public or private entities including professional
11 7 associations may be approved by the state board to provide
11 8 teacher ~~career~~ professional development. The ~~career~~
11 9 professional development program or offering shall, at
11 10 minimum, meet the requirements of subsection 1. The state
11 11 board shall adopt rules for the approval of ~~career~~
11 12 professional development providers and standards for the
11 13 district ~~career~~ development plan.

11 14 Sec. 23. Section 284.6, Code 2007, is amended by adding
11 15 the following new subsections:
11 16 NEW SUBSECTION. 7. Each attendance center shall develop
11 17 an attendance center professional development plan. The
11 18 purpose of the plan is to promote group professional
11 19 development. The attendance center plan shall be based, at a
11 20 minimum, on the needs of the teachers, the Iowa teaching
11 21 standards, district professional development plans, and the
11 22 student achievement goals of the attendance center and the
11 23 school district as set forth in the comprehensive school
11 24 improvement plan.

CODE: Requires each attendance center to develop a professional development plan to promote group professional development.

11 25 NEW SUBSECTION. 8. For each year in which a school
11 26 district receives funds allocated for distribution to school
11 27 districts for professional development pursuant to section
11 28 284.13, subsection 1, paragraph "d", the school district shall
11 29 create quality professional development opportunities. The
11 30 goal for the use of the funds is to provide one additional
11 31 contract day or the equivalent thereof for professional
11 32 development and use of the funds is limited to providing
11 33 professional development to teachers, including additional
11 34 salaries for time beyond the normal negotiated agreement; pay
12 1 for substitute teachers, professional development materials,
12 2 speakers, and professional development content; and costs
12 3 associated with implementing the individual professional
12 3 development plans. The use of the funds shall be balanced

CODE: Requires school districts to create quality professional development opportunities. Specifies that the goal for the use of the funds is to provide one additional contract day or the equivalent thereof for professional development. Specifies the appropriate uses for the funds and requires that the use be balanced between district, attendance center, and individual professional development plans.

12 4 between school district, attendance center, and individual
12 5 professional development plans, making every reasonable effort
12 6 to provide equal access to all teachers.

12 7 NEW SUBSECTION. 9. The distribution of funds allocated
12 8 for professional development pursuant to section 284.13,
12 9 subsection 1, paragraph "d", shall be made in one payment on
12 10 or about October 15 of the fiscal year for which the
12 11 appropriation is made, taking into consideration the relative
12 12 budget and cash position of the state resources. Moneys
12 13 received pursuant to section 284.13, subsection 1, paragraph
12 14 "d", shall not be commingled with state aid payments made
12 15 under section 257.16 to a school district, shall be accounted
12 16 for by the local school district separately from state aid
12 17 payments, and are miscellaneous income for purposes of chapter
12 18 257. A school district shall maintain a separate listing
12 19 within its budget for funds received and expenditures made
12 20 pursuant to this subsection. A school district shall certify
12 21 to the department of education how the school district
12 22 allocated the funds and that moneys received under this
12 23 subsection were used to supplement, not supplant, the
12 24 professional development opportunities the school district
12 25 would otherwise make available.

12 26 NEW SUBSECTION. 10. If funds are allocated for purposes
12 27 of professional development pursuant to section 284.13,
12 28 subsection 1, paragraph "e", the department shall, in
12 29 collaboration with the area education agencies, establish
12 30 teacher development academies for school-based teams of
12 31 teachers and instructional leaders. Each academy shall
12 32 include an institute and shall provide follow-up training and
12 33 coaching.

12 34 Sec. 24. Section 284.7, subsection 1, paragraph a,
12 35 subparagraph (2), Code 2007, is amended to read as follows:

CODE: Requires professional development funds appropriated for the Student Achievement and Teacher Quality Program to be distributed to school districts in one payment on or about October 15 of each fiscal year. Requires the funds to be accounted for separately from State aid payments and to be treated as miscellaneous income. Requires the district to report to the Department of Education how the funds are allocated and certify that the funds were used to supplement, not supplant, the professional development opportunities the district would otherwise provide.

CODE: Requires the Department of Education, in collaboration with Area Education Agencies, to establish teacher development academies for teams of teachers and instructional leaders that include an institute and follow-up training and coaching. The requirement is contingent upon an appropriation.

DETAIL: Section 38 allocates \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for this purpose.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a beginning teacher is \$26,500.

13 1 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
13 2 beginning teacher shall be ~~twenty-five~~ twenty-six thousand
13 3 five hundred dollars.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salary.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1,546,000 in FY 2008.

13 4 Sec. 25. Section 284.7, subsection 1, paragraph b,
13 5 subparagraph (1), subparagraph subdivision (d), Code 2007, is
13 6 amended to read as follows:
13 7 (d) Participates in teacher ~~career~~ professional
13 8 development as set forth in this chapter and demonstrates
13 9 continuous improvement in teaching.

CODE: Technical change to reflect updated terminology.

13 10 Sec. 26. Section 284.7, subsection 1, paragraph b,
13 11 subparagraph (2), Code 2007, is amended to read as follows:
13 12 (2) Beginning July 1, ~~2006~~ 2007, the minimum salary for a
13 13 first-year career teacher shall be ~~twenty-six~~ twenty-seven
13 14 thousand five hundred dollars and the minimum salary for all
13 15 other career teachers shall be ~~twenty-seven~~ twenty-eight
13 16 thousand five hundred dollars.

CODE: Specifies that, effective July 1, 2007, the minimum salary for a first-year career teacher is \$27,500 and the minimum salary for all other career teachers is \$28,500.

DETAIL: This is an increase of \$1,000 compared to the FY 2007 minimum salaries.

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

13 17 Sec. 27. Section 284.7, subsection 2, paragraph b,
13 18 subparagraph (1), subparagraph subdivision (c), Code 2007, is
13 19 amended to read as follows:
13 20 (c) Participates in teacher ~~career~~ professional
13 21 development as outlined in this chapter and demonstrates
13 22 continuous improvement in teaching.

CODE: Technical change to reflect updated terminology.

13 23 Sec. 28. Section 284.7, subsection 4, Code 2007, is
13 24 amended by striking the subsection.

CODE: Strikes a provision to withhold pay increases, other than cost-of-living, for a fifth-year career teacher that no longer meets practice standards.

13 25 Sec. 29. Section 284.7, subsection 6, paragraphs a and b,

CODE: Extends the annual deadline from July 15 to September 15

13 26 Code 2007, are amended to read as follows:

13 27 a. If the licensed employees of a school district or area
13 28 education agency receiving funds pursuant to section 284.13,
13 29 subsection 1, paragraph "h" or "i", for purposes of this
13 30 section, are organized under chapter 20 for collective
13 31 bargaining purposes, the board of directors and the certified
13 32 bargaining representative for the licensed employees shall
13 33 mutually agree upon a formula for distributing the funds among
13 34 the teachers employed by the school district or area education
13 35 agency. However, the school district must comply with the
14 1 salary minimums provided for in this section. The parties
14 2 shall follow the negotiation and bargaining procedures
14 3 specified in chapter 20 except that if the parties reach an
14 4 impasse, neither impasse procedures agreed to by the parties
14 5 nor sections 20.20 through 20.22 shall apply and the funds
14 6 shall be paid as provided in paragraph "b". Negotiations
14 7 under this section are subject to the scope of negotiations
14 8 specified in section 20.9. If a board of directors and the
14 9 certified bargaining representative for licensed employees
14 10 have not reached mutual agreement for the distribution of
14 11 funds received pursuant to section 284.13, subsection 1,
14 12 paragraph "h" or "i", by July September 15 of the fiscal year
14 13 for which the funds are distributed, paragraph "b" of this
14 14 subsection shall apply.

for a school board and certified bargaining representative to reach mutual agreement on a formula for distribution of salary funds under the Student Achievement and Teacher Quality Program.

14 15 b. If, once the minimum salary requirements of this
14 16 section have been met by the school district or area education
14 17 agency, and the school district or area education agency
14 18 receiving funds pursuant to section 284.13, subsection 1,
14 19 paragraph "h" or "i", for purposes of this section, and the
14 20 certified bargaining representative for the licensed employees
14 21 have not reached an agreement for distribution of the funds
14 22 remaining, in accordance with paragraph "a", the board of
14 23 directors shall divide the funds remaining among full-time
14 24 teachers employed by the district or area education agency
14 25 whose regular compensation is equal to or greater than the
14 26 minimum ~~career teacher~~ salary specified in this section. The

CODE: Adds beginning teachers to the formula specified for distribution of salary funds in the event the district and certified bargaining representative do not reach mutual agreement.

14 27 payment amount for teachers employed on less than a full-time
14 28 basis shall be prorated.

14 29 Sec. 30. Section 284.7, subsection 6, Code 2007, is
14 30 amended by adding the following new paragraph:
14 31 NEW PARAGRAPH. d. For the school year beginning July 1,
14 32 2008, and each succeeding school year, if the licensed
14 33 employees of a school district or area education agency
14 34 receiving funds pursuant to section 284.13, subsection 1,
14 35 paragraph "h" or "i", for purposes of this section, are
15 1 organized under chapter 20 for collective bargaining purposes,
15 2 the school board and the certified bargaining representative
15 3 for the licensed employees shall negotiate a formula for
15 4 distributing the funds among the teachers employed by the
15 5 school district or area education agency according to chapter
15 6 20. Paragraphs "a" and "b" shall apply to any increases in
15 7 the funds provided above the base year.

CODE: Requires the formula for distribution of salary funding from the Student Achievement and Teacher Quality Program, beginning in FY 2009 and in subsequent years, to be negotiated by the school board and the certified bargaining representative. Requires any increases in the funds provided above the base year to be distributed by a mutually agreed upon formula.

15 8 Sec. 31. Section 284.8, subsections 1 and 2, Code 2007,
15 9 are amended to read as follows:
15 10 1. A school district shall review a teacher's performance
15 11 at least once every three years for purposes of assisting
15 12 teachers in making continuous improvement, documenting
15 13 continued competence in the Iowa teaching standards,
15 14 identifying teachers in need of improvement, or to determine
15 15 whether the teacher's practice meets school district
15 16 expectations for career advancement in accordance with section
15 17 284.7. The review shall include, at minimum, classroom
15 18 observation of the teacher, the teacher's progress, and
15 19 implementation of the teacher's individual ~~career~~ professional
15 20 development plan, subject to the level of funding provided to
15 21 implement the plan; and shall include supporting documentation
15 22 from other evaluators, teachers, parents, and students; ~~and~~
15 23 ~~may include video portfolios as evidence of teaching~~
15 24 ~~practices.~~

CODE: Requires a teacher's performance in implementing the individual professional development plan to be evaluated subject to the level of funding provided to implement the plan. Strikes the use of video portfolios as evidence of teaching practices.

15 25 2. If a supervisor or an evaluator determines, at any

CODE: Requires the Intensive Assistance Program to be subject to

15 26 time, as a result of a teacher's performance that the teacher
 15 27 is not meeting district expectations under the Iowa teaching
 15 28 standards specified in section 284.3, subsection 1, paragraphs
 15 29 "a" through "g" "h", the criteria for the Iowa teaching
 15 30 standards developed by the department in accordance with
 15 31 section 256.9, subsection 50, and any other standards or
 15 32 criteria established in the collective bargaining agreement,
 15 33 the evaluator shall, at the direction of the teacher's
 15 34 supervisor, recommend to the district that the teacher
 15 35 participate in an intensive assistance program. The intensive
 16 1 assistance program and its implementation are ~~not~~ subject to
 16 2 negotiation ~~or~~ and grievance procedures established pursuant
 16 3 to chapter 20. ~~By July 1, 2005, all All~~ school districts ~~must~~
 16 4 shall be prepared to offer an intensive assistance program.

negotiation and grievance procedures under collective bargaining provisions.

16 5 Sec. 32. Section 284.8, Code 2007, is amended by adding
 16 6 the following new subsection:
 16 7 NEW SUBSECTION. 4. A teacher who is not meeting the
 16 8 applicable standards and criteria based on a determination
 16 9 made pursuant to subsection 3 shall participate in an
 16 10 intensive assistance program.

CODE: Specifies that a district may not apply adverse consequences to a teacher that is not meeting the standards and criteria until the teacher has participated in an intensive assistance program.

16 11 Sec. 33. Section 284.11, Code 2007, is amended to read as
 16 12 follows:
 16 13 284.11 MARKET FACTOR TEACHER ~~SALARIES~~ INCENTIVES.
 16 14 1. The general assembly finds that Iowa school districts
 16 15 need to be more competitive in recruiting and retaining
 16 16 talented professionals into the teaching profession. To
 16 17 ensure that school districts in all areas of the state have
 16 18 the ability to attract highly qualified teachers, it is the
 16 19 intent of the general assembly to encourage school districts
 16 20 to ~~establish teacher compensation opportunities that recognize~~
 16 21 ~~the need for geographic or other locally determined wage~~
 16 22 ~~differentials and~~ provide incentives for traditionally
 16 23 hard-to-staff schools and subject-area shortages. This
 16 24 section provides for state assistance to allow school

CODE: Changes references from "salaries" to "incentives" to expand the concept of market factor pay to include other types of compensation. Strikes language identifying the establishment of "teacher compensation opportunities that recognize the need for geographic or other locally determined wage differentials" as one of the intended purposes for market factor incentives.

16 25 districts to add a market factor ~~to teacher salaries~~ incentive
 16 26 paid by the school districts.

16 27 2. A school district shall be paid annually, from moneys
 16 28 allocated for market factor ~~salaries incentives~~ pursuant to
 16 29 section 284.13, subsection 1, paragraph "f", an amount of
 16 30 state assistance to create market factor incentives for
 16 31 classroom teachers in the school district. Market factor
 16 32 incentives may include but are not limited to ~~improving~~
 16 33 ~~salaries due to geographic differences, educational~~
 16 34 ~~opportunities and support, moving expenses, and housing~~
 16 35 ~~expenses for the recruitment and retention needs of the school~~
 17 1 ~~district in such areas as hard-to-staff schools, and~~
 17 2 ~~subject-area shortages, or improving the racial or ethnic~~
 17 3 ~~diversity on local teaching staffs, funding to prepare a~~
 17 4 ~~teacher to attain a license or endorsement in a shortage area,~~
 17 5 ~~or funds to support educational support personnel in pursuing~~
 17 6 ~~a license in a shortage area. The school district shall have~~
 17 7 ~~the sole discretion to award funds received by the school~~
 17 8 ~~district in accordance with section 284.13, subsection 1,~~
 17 9 ~~paragraph "f", to classroom teachers on an annual basis. The~~
 17 10 ~~funds shall supplement, but not supplant, wages and salaries~~
 17 11 ~~paid as a result of a collective bargaining agreement reached~~
 17 12 ~~pursuant to chapter 20 or as a result of funds appropriated~~
 17 13 ~~elsewhere in this chapter, in chapter 256D, or in chapter~~
 17 14 ~~294A. The teacher quality committee established pursuant to~~
 17 15 ~~section 284.4, subsection 1, paragraph "c", shall make~~
 17 16 ~~recommendations to the school board and the certified~~
 17 17 ~~bargaining representative regarding the expenditures of market~~
 17 18 ~~factor incentives.~~

CODE: Specifies that market factor incentives may include salaries, educational assistance, moving expenses, and housing expenses. Strikes the improvement of salaries due to geographic differences as a purpose for market factor incentives. Adds support for current teachers to attain licensure or endorsement in shortage areas as a purpose for market factor incentives. Strikes language giving sole discretion to the school district to award market factor incentives. Strikes language specifying that the funds must supplement, not supplant, wages and salaries paid as a result of collective bargaining agreement. Specifies that the Teacher Quality Committee must make recommendations to the school board and certified bargaining representative regarding the expenditure of market factor incentives.

17 19 3. The allocations to each school district shall be made
 17 20 in one payment on or about October 15 of the fiscal year for
 17 21 which the appropriation is made, taking into consideration the
 17 22 relative budget and cash position of the state resources.
 17 23 Moneys received under this section shall not be commingled

CODE: Strikes the requirement that school districts certify that market factor incentives funds were used to supplement, not supplant, the salary the school district would otherwise pay the teacher.

17 24 with state aid payments made under section 257.16 to a school
 17 25 district and shall be accounted for by the local school
 17 26 district separately from state aid payments. Payments made to
 17 27 school districts under this section are miscellaneous income
 17 28 for purposes of chapter 257. A school district shall maintain
 17 29 a separate listing within its budget for payments received and
 17 30 expenditures made pursuant to this section. A school district
 17 31 shall certify to the department of education how the school
 17 32 district allocated the funds and ~~that how the~~ moneys received
 17 33 under this section were used ~~to supplement, not supplant, the~~
 17 34 ~~salary the school district would otherwise pay the teacher.~~

17 35 4. The department shall include market factor ~~salaries~~
 18 1 ~~incentives~~ when reporting ~~teacher salaries~~ in the annual
 18 2 condition of education report on the use of funds allocated
 18 3 for purposes of this section. The department shall review the
 18 4 use and effectiveness of the use of funds allocated for
 18 5 purposes of this section and shall submit its findings and
 18 6 recommendations in a report to the general assembly by January
 18 7 15, 2008. It is the intent of the general assembly to
 18 8 reevaluate the fiscal year allocations made pursuant to
 18 9 section 284.13, subsection 1, paragraph "f", subparagraphs (2)
 18 10 and (3), based upon this report.

CODE: Requires the Department of Education to report on market factor incentives in the annual Condition of Education Report. Requires the Department to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report.

18 11 Sec. 34. Section 284.12, subsection 1, paragraph c, Code
 18 12 2007, is amended by striking the paragraph.

CODE: Strikes an obsolete reference to Team-Based Variable Pay.

18 13 Sec. 35. Section 284.12, subsection 3, Code 2007, is
 18 14 amended by striking the subsection.

CODE: Strikes an obsolete reference to required report.

18 15 Sec. 36. Section 284.13, subsection 1, paragraph a, Code
 18 16 2007, is amended to read as follows:
 18 17 a. For each fiscal year of the fiscal period beginning
 18 18 July 1, ~~2006~~ 2007, and ending June 30, 2009, to the department
 18 19 of education, the amount of ~~two one~~ million ~~two hundred fifty~~

CODE: Allocates \$1,087,500 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 and FY 2009 to the Department of Education for the issuance of National Board Certification awards. Of the amount, \$85,000 is allocated annually to administer the Ambassador to Education (Teacher of the Year)

18 20 ~~eighty-seven~~ thousand ~~five hundred~~ dollars for the issuance of
 18 21 national board certification awards in accordance with section
 18 22 256.44.

18 23 (1) Of the amount allocated under this paragraph "a", up-
 18 24 to two hundred fifty thousand dollars may be used to support
 18 25 the implementation of a national board certification support
 18 26 program, and not less than eighty-five thousand dollars shall
 18 27 be used to administer the ambassador to education position in
 18 28 accordance with section 256.45.

18 29 (2) Of the amount allocated under this paragraph "a", for
 18 30 the fiscal year beginning July 1, 2007, and ending June 30,
 18 31 2008, not less than one million dollars shall be used to
 18 32 supplement the allocation of funds for market factor teacher
 18 33 incentives made pursuant to paragraph "f", subparagraph (1).

position. For FY 2008, \$1,000,000 of the amount is allocated to market factor incentives.

DETAIL: This allocation, combined with carry-forward funds from previous years, provides the Department with sufficient funds to fulfill commitments to those that register for certification by the deadlines established in Sections 6 and 7 of the Act and qualify for registration reimbursement and annual awards. No additional awards are funded.

18 34 Sec. 37. Section 284.13, subsection 1, paragraphs c and d,
 18 35 Code 2007, are amended to read as follows:

19 1 c. For each fiscal year of the fiscal period beginning
 19 2 July 1, ~~2006~~ 2007, and ending June 30, 2009, up to six hundred
 19 3 ninety-five thousand dollars to the department of education
 19 4 for purposes of implementing the ~~career professional~~
 19 5 development program requirements of section 284.6, the review-
 19 6 panel requirements of section 284.9 assistance in developing
 19 7 model evidence for teacher quality committees established
 19 8 pursuant to section 284.4, subsection 1, paragraph "c", and
 19 9 the evaluator training program in section 284.10. A portion
 19 10 of the funds allocated to the department for purposes of this
 19 11 paragraph may be used by the department for administrative
 19 12 purposes and for not more than four full-time equivalent
 19 13 positions.

CODE: Allocates up to \$695,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 and FY 2009 to the Department of Education to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program. Specifies that a portion of the funds allocated may be used for administrative purposes.

19 14 d. For the fiscal year beginning July 1, ~~2006~~ 2007, and
 19 15 ending June 30, ~~2007~~ 2008, up to ~~ten~~ twenty million dollars to
 19 16 the department of education for use by school districts to add
 19 17 ~~one additional teacher contract day to the school calendar for~~
 19 18 professional development as provided in section 284.6. The

CODE: Allocates up to \$20,000,000 from the Student Achievement and Teacher Quality appropriation for FY 2008 to the Department of Education for use by school districts to provide professional development. Strikes the requirement that professional development funds be distributed to teachers based on individual teacher per diem amounts.

19 19 department shall distribute funds allocated for the purpose of
19 20 this paragraph based on the average per diem contract salary
19 21 for each district as reported to the department for the school
19 22 year beginning July 1, ~~2005~~ 2006, multiplied by the total
19 23 number of full-time equivalent teachers in the base year. The
19 24 department shall adjust each district's average per diem
19 25 salary by the allowable growth rate established under section
19 26 257.8 for the fiscal year beginning July 1, ~~2006~~ 2007. The
19 27 contract salary amount shall be the amount paid for their
19 28 regular responsibilities but shall not include pay for
19 29 extracurricular activities. ~~School districts shall distribute~~
19 30 ~~funds to teachers based on individual teacher per diem~~
19 31 ~~amounts.~~ These funds shall not supplant existing funding for
19 32 professional development activities. Notwithstanding any
19 33 provision to the contrary, moneys received by a school
19 34 district under this paragraph shall not revert but shall
19 35 remain available for the same purpose in the succeeding fiscal
20 1 year. A school district shall submit a report to the
20 2 department in a manner determined by the department describing
20 3 its use of the funds received under this paragraph. The
20 4 department shall submit a report on school district use of the
20 5 moneys distributed pursuant to this paragraph to the
20 6 ~~chairpersons and ranking members of the house and senate~~
20 7 ~~standing committees on education, the joint appropriations~~
20 8 ~~subcommittee on education, general assembly and the~~
20 9 legislative services agency not later than January 15, ~~2007~~ of
20 10 the fiscal year for which moneys are allocated for purposes of
20 11 this paragraph.

20 12 Sec. 38. Section 284.13, subsection 1, paragraph e, Code
20 13 2007, is amended by striking the paragraph and inserting in
20 14 lieu thereof the following:
20 15 e. For the fiscal year beginning July 1, 2007, and ending
20 16 June 30, 2008, an amount up to one million eight hundred
20 17 forty-five thousand dollars to the department for the
20 18 establishment of teacher development academies in accordance
20 19 with section 284.6, subsection 10. A portion of the funds

CODE: Allocates up to \$1,845,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to establish Teacher Development Academies. Specifies that a portion of the funds may be used by the Department of Education for administrative purposes.

20 20 allocated to the department for purposes of this paragraph may
20 21 be used for administrative purposes.

20 22 Sec. 39. Section 284.13, subsection 1, paragraph f,
20 23 unnumbered paragraph 1, Code 2007, is amended to read as
20 24 follows:
20 25 For purposes of market factor teacher ~~salaries~~ incentives
20 26 pursuant to section 284.11, the following amounts are
20 27 allocated to the department for the following fiscal years:

CODE: Technical change.

20 28 Sec. 40. Section 284.13, subsection 1, paragraph f,
20 29 subparagraphs (1), (2), and (3), Code 2007, are amended to
20 30 read as follows:

CODE: Allocates \$3,390,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to the Department of Education for market factor incentives.

20 31 (1) (a) For the each fiscal year of the fiscal period
20 32 beginning July 1, 2006, and ending June 30, ~~2007~~ 2008, the sum
20 33 of three million three hundred ninety thousand dollars.

DETAIL: Section 36 allocates an additional \$1,000,000 in FY 2008 to market factor incentives from the allocation to National Board Certification Awards.

20 34 (b) Of the amount allocated under subparagraph subdivision
20 35 (a), for the fiscal year beginning July 1, 2007, and ending
21 1 June 30, 2008, not less than one million dollars shall be used
21 2 by the department to assist school districts to recruit,
21 3 employ, and retain qualified teacher librarians, guidance
21 4 counselors, and school nurses and to meet the goals
21 5 established in section 256.11, subsections 9A and 9B. To be
21 6 eligible for assistance, a school district shall submit an
21 7 application to the department by September 1, 2007. The
21 8 department shall distribute assistance under this subparagraph
21 9 subdivision by November 1, 2007. Moneys received by a school
21 10 district pursuant to this subparagraph subdivision shall be
21 11 used only to comply with section 256.11, subsection 9, 9A, or
21 12 9B.

CODE: Requires not less than \$1,000,000 of the funds allocated for market factor incentives in FY 2008 to be used by the Department to assist school districts to recruit, employ, and retain qualified teacher librarians, guidance counselors, and school nurses.

21 13 (2) For the fiscal year beginning July 1, ~~2007~~ 2008, and
21 14 ending June 30, ~~2008~~ 2009, the sum of seven million five

CODE: Allocates \$7,500,000 for FY 2009 and \$6,610,000 for FY 2010 from the Student Achievement and Teacher Quality Program

21 15 hundred thousand dollars.
 21 16 (3) For the fiscal year beginning July 1, ~~2008~~ 2009, and
 21 17 ending June 30, ~~2009~~ 2010, the sum of ~~ten~~ six million six
 21 18 hundred ten thousand dollars.

appropriation to the Department of Education for market factor incentives.

21 19 Sec. 41. Section 284.13, subsection 1, paragraph g,
 21 20 unnumbered paragraph 1, Code 2007, is amended to read as
 21 21 follows:
 21 22 For purposes of the pay-for-performance ~~program and career~~
 21 23 ~~ladder pilots~~ established pursuant to ~~section 284.14~~ sections
 21 24 284.14 and 284.14A, the following amounts are allocated to the
 21 25 department of ~~management~~ education for the following fiscal
 21 26 years:

CODE: Specifies that funds allocated for the Pay-for-Performance Program and the Career Ladder Pilots are allocated to the Department of Education.

DETAIL: In FY 2007, the funds for the Pay-for-Performance Program were allocated to the Department of Management, and a portion of the funds were directed to the Institute for Tomorrow's Workforce.

21 27 Sec. 42. Section 284.13, subsection 1, paragraph g,
 21 28 subparagraphs (2) and (3), Code 2007, are amended to read as
 21 29 follows:
 21 30 (2) For the fiscal year beginning July 1, 2007, and ending
 21 31 June 30, 2008, the sum of ~~two one~~ one million ~~five hundred~~
 21 32 ~~thousand~~ dollars. From the amount allocated under this
 21 33 subparagraph, an amount up to ten thousand dollars shall be
 21 34 used for purposes of the pay-for-performance commission's
 21 35 expenses, an amount up to one hundred thousand dollars shall
 22 1 be used by the department for oversight and administration of
 22 2 the planning pilots as provided in sections 284.14 and
 22 3 284.14A, and an amount up to two hundred thousand dollars
 22 4 shall be used for the employment of an external evaluator.

CODE: Allocates \$1,000,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2008 to the Department of Education for the Pay for Performance Program. Requires up to \$10,000 of the allocation to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

22 5 (3) For the fiscal year beginning July 1, 2008, and ending
 22 6 June 30, 2009, the sum of ~~five two~~ two million ~~five hundred~~
 22 7 ~~thousand~~ dollars. From the amount allocated for the fiscal
 22 8 year under this subparagraph, an amount up to ten thousand
 22 9 dollars shall be used for purposes of the pay-for-performance
 22 10 commission's expenses, an amount up to one hundred thousand
 22 11 dollars shall be used by the department for oversight and

CODE: Allocates \$2,500,000 from the Student Achievement and Teacher Quality Program appropriation for FY 2009 to the Department of Education for the Pay for Performance Program. Requires up to \$10,000 to be used for the Pay for Performance Commission's expenses. Requires up to \$100,000 to be distributed to the Department of Education for oversight and administration of planning and implementation projects. Requires up to \$200,000 to be used for the employment of an external evaluator.

22 12 administration of the implementation pilots as provided in
22 13 sections 284.14 and 284.14A, and an amount up to two hundred
22 14 thousand dollars shall be used for the employment of an
22 15 external evaluator.

22 16 Sec. 43. Section 284.13, subsection 1, paragraph h,
22 17 unnumbered paragraph 1, Code 2007, is amended to read as
22 18 follows:

22 19 For each fiscal year in which funds are appropriated for
22 20 purposes of this chapter, the moneys remaining after
22 21 distribution as provided in paragraphs "a" through "g" shall
22 22 be allocated to school districts for salaries ~~and career-~~
22 23 ~~development~~ in accordance with the following formula:

CODE: Strikes the use of Student Achievement and Teacher Quality Program funds remaining after other allocations have been fulfilled for the purpose of career development. The funds may only be used for salaries.

22 24 Sec. 44. Section 284.13, subsection 1, paragraph i, Code
22 25 2007, is amended to read as follows:

22 26 i. From moneys available under paragraph "h", the
22 27 department shall allocate to area education agencies an amount
22 28 per ~~classroom~~ teacher employed by an area education agency
22 29 that is approximately equivalent to the average per teacher
22 30 amount allocated to the districts. The average per teacher
22 31 amount shall be calculated by dividing the total number of
22 32 ~~classroom~~ teachers employed by school districts and the
22 33 ~~classroom~~ teachers employed by area education agencies into
22 34 the total amount of moneys available under paragraph "h".

CODE: Technical change.

22 35 Sec. 45. Section 284.13, subsection 1, paragraph j, Code
23 1 2007, is amended to read as follows:

23 2 j. Notwithstanding section 8.33, any moneys remaining
23 3 unencumbered or unobligated from the moneys allocated for
23 4 purposes of paragraph "a", "b", ~~or "c"~~, or "g" shall not
23 5 revert but shall remain available in the succeeding fiscal
23 6 year for expenditure for the purposes designated. The
23 7 provisions of section 8.39 shall not apply to the funds
23 8 appropriated pursuant to this subsection.

CODE: Requires nonreversion of Student Achievement and Teacher Quality Program funds allocated for the Pay for Performance Program.

23 9 Sec. 46. Section 284.14, Code 2007, is amended by adding
23 10 the following new subsection:
23 11 NEW SUBSECTION. 0A. INTENT. The intent of this section
23 12 is to create a process by which select Iowa school districts
23 13 research, develop, and implement projects designed to identify
23 14 promising practices related to enhanced teacher compensation
23 15 career ladders and performance pay models.

CODE: Specifies the intent of the General Assembly in establishing the Pay for Performance Program.

23 16 Sec. 47. Section 284.14, subsections 1, 2, and 3, Code
23 17 2007, are amended to read as follows:
23 18 1. COMMISSION. A pay-for-performance commission is
23 19 established to design and implement a pay-for-performance
23 20 ~~program pilot project~~ and provide a study relating to teacher
23 21 and staff compensation containing a pay-for-performance
23 22 component. The study shall measure the cost and effectiveness
23 23 in raising student achievement of a compensation system that
23 24 provides financial incentives based on student performance.
23 25 The commission is part of the executive branch of government.

CODE: Technical change.

23 26 2. DEVELOPMENT OF PROGRAM. Beginning July 1, 2006, the
23 27 commission shall gather sufficient information to identify a
23 28 pay-for-performance program based upon student achievement
23 29 gains and global content standards where student achievement
23 30 gains cannot be easily measured. The commission shall review
23 31 pay-for-performance programs in both the public and private
23 32 sector. ~~Based on this information, the commission shall~~
23 33 ~~design a program utilizing both individual and group incentive~~
23 34 ~~components. At least half of any available funding identified~~
23 35 ~~by the commission shall be designated for individual~~
24 1 ~~incentives.~~

CODE: Strikes the requirement for individual pay for performance incentives.

24 2 a. Commencing with the school year beginning July 1, 2007,
24 3 the commission shall initiate ~~demonstration projects~~ planning
24 4 pilots, in selected kindergarten through grade twelve schools,
24 5 to test the effectiveness of the pay-for-performance program.

CODE: Specifies that the purpose of the planning projects includes selecting student achievement measures, considering necessary supports to attain student achievement goals, reviewing assessment needs, and identifying the means to accommodate existing teacher

24 6 The purpose of the ~~demonstration projects~~ planning pilots is
 24 7 to identify the strengths and weaknesses of ~~the various~~
 24 8 pay-for-performance program design, evaluate cost
 24 9 effectiveness, analyze student achievement ~~gains~~ needs, select
 24 10 formative and summative student achievement measures that
 24 11 align to identify needs, consider necessary supports related
 24 12 to the student achievement goals in the school district's
 24 13 comprehensive school improvement plan, ~~test assessments~~ review
 24 14 assessment needs, identify mechanisms to account for existing
 24 15 teacher contract provisions within the proposed career ladder
 24 16 salary increments, allow thorough review of data, and make
 24 17 necessary adjustments before ~~implementing~~ proposing
 24 18 implementation of the pay-for-performance program statewide.

contract provisions within proposed career ladder salary increments.

24 19 b. ~~The~~ Commencing with the school year beginning July 1,
 24 20 2007, the commission shall select ~~ten~~ two school districts as
 24 21 ~~demonstration projects planning pilots. To the extent~~
 24 22 ~~practicable, participants shall represent geographically~~
 24 23 ~~distinct rural, urban, and suburban areas of the state.~~
 24 24 Participants shall provide reports or other information as
 24 25 required by the commission.

CODE: Directs the Pay for Performance Commission to select two school districts as planning pilots for FY 2008. Strikes a requirement that participating districts represent geographically distinct areas of the State.

24 26 c. Commencing with the school year beginning July 1, 2008,
 24 27 the commission shall ~~select twenty additional~~ administer two
 24 28 implementation pilots in the school districts as demonstration
 24 29 projects selected for planning pilots under paragraph "b".

CODE: Requires the Pay for Performance Commission to administer two implementation pilots in FY 2009.

24 30 3. REPORTS AND FINAL STUDY. Based on the information
 24 31 generated by the ~~demonstration projects~~ planning and
 24 32 implementation pilots, the commission shall prepare an interim
 24 33 report by January ~~14, 2007~~ 2008, followed by interim
 24 34 progress reports annually, followed by a final study report
 24 35 analyzing the effectiveness of pay-for-performance in raising
 25 1 student achievement levels. The final study report shall be
 25 2 completed no later than six months after the completion of the

CODE: Postpones to January 14, 2008, the due date of the first Pay for Performance Commission interim report.

25 3 ~~demonstration projects planning and implementation pilots.~~
25 4 The commission shall provide copies of the final study report
25 5 to the department of education and to the ~~chairpersons and~~
25 6 ~~ranking members of the senate and house standing committees on~~
25 7 ~~education general assembly.~~

25 8 Sec. 48. Section 284.14, subsection 4, Code 2007, is
25 9 amended by striking the subsection.

CODE: Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010.

25 10 Sec. 49. NEW SECTION. 284.14A CAREER LADDER PILOTS.

25 11 1. INTENT. The intent of this section is to create a
25 12 process by which select Iowa school districts research,
25 13 develop, and implement pilots designed to identify promising
25 14 practices related to enhanced teacher compensation career
25 15 ladder models.

25 16 2. PILOT ESTABLISHED. A career ladder pilot is
25 17 established to be designed, implemented, and administered by
25 18 the department. The department shall gather sufficient
25 19 information to identify a career ladder pilot.

25 20 a. For the school year beginning July 1, 2007, and ending
25 21 June 30, 2008, the department shall select up to eight school
25 22 districts as planning pilots. Participants shall provide
25 23 reports or other information as required by the department.

25 24 b. For the school year beginning July 1, 2008, and ending
25 25 June 30, 2009, the department shall administer up to eight
25 26 implementation pilots in the school districts selected for
25 27 planning pilots under paragraph "a".

25 28 3. INTERIM AND FINAL REPORTS. Based on the information
25 29 generated by the planning and implementation pilots, the
25 30 department shall submit an interim report to the general
25 31 assembly by January 14 annually, and shall submit a final
25 32 report summarizing the effectiveness of the pilots in raising
25 33 student achievement levels to the general assembly no later
25 34 than six months after the completion of the planning and
25 35 implementation pilots. Upon completion of the career ladder

CODE: Establishes the Career Ladder Pilots to be designed, implemented, and administered by the Department of Education to identify promising practices related to enhanced teacher compensation career ladder models. Directs the Department to select up to eight school districts to conduct planning pilots in FY 2008 and to administer up to eight implementation pilots in those districts in FY 2009. Requires the Department to submit an interim report to the General Assembly annually by January 14 and to submit a final report no later than six months after completion of the planning and implementation pilots. Directs the State Board of Education, upon completion of the pilots and subject to the sufficiency of funds, to adopt rules requiring statewide implementation of successful components of the pilots.

VETOED: The Governor vetoed the language requiring the State Board of Education to adopt rules requiring statewide implementation of successful components of the pilots. The Governor cited the need to consider the results of the pilots before making decisions regarding statewide implementation.

26 1 planning and implementation pilots, subject to the sufficiency
26 2 of funds, the state board of education shall adopt rules
26 3 requiring implementation of the successful components of the
26 4 pilots by school districts statewide.

26 5 Sec. 50. Section 284A.1, Code 2007, is amended by adding
26 6 the following new subsections:
26 7 NEW SUBSECTION. 2A. "Comprehensive evaluation" means a
26 8 summative evaluation of a beginning administrator conducted by
26 9 an evaluator in accordance with section 284A.3 for purposes of
26 10 determining a beginning administrator's level of competency
26 11 for recommendation for licensure based on the Iowa standards
26 12 for school administrators adopted pursuant to section 256.7,
26 13 subsection 27.
26 14 NEW SUBSECTION. 3A. "Director" means the director of the
26 15 department of education.
26 16 NEW SUBSECTION. 3B. "Evaluation" means a summative
26 17 evaluation of an administrator used to determine whether the
26 18 administrator's practice meets school district expectations
26 19 and the Iowa standards for school administrators adopted
26 20 pursuant to section 256.7, subsection 27.

CODE: Specifies definitions related to the Administrator Quality Program.

26 21 Sec. 51. Section 284A.2, subsection 3, Code 2007, is
26 22 amended to read as follows:
26 23 3. Each school board shall establish an administrator
26 24 mentoring program for all beginning administrators. The
26 25 school board may adopt the model program developed by the
26 26 department pursuant to subsection 2. Each school board's
26 27 beginning administrator mentoring and induction program shall,
26 28 at a minimum, provide for one year of programming to support
26 29 the Iowa standards for school administrators adopted pursuant
26 30 to section 256.7, subsection 27, and beginning administrators'
26 31 professional and personal needs. Each school board shall
26 32 develop an initial beginning administrator mentoring and
26 33 induction plan. The plan shall describe the mentor selection
26 34 process, describe supports for beginning administrators,

CODE: Requires Beginning Administrator Mentoring and Induction Programs in local school districts to support the State standards for administrators, as well as the personal and professional needs of beginning administrators.

DETAIL: Sections 2 and 3 require the development of State standards for school administrators.

26 35 describe program organizational and collaborative structures,
27 1 provide a budget, provide for sustainability of the program,
27 2 and provide for program evaluation. The school board
27 3 employing an administrator shall determine the conditions and
27 4 requirements of an administrator participating in a program
27 5 established pursuant to this section. A school board shall
27 6 include its plan in the school district's comprehensive school
27 7 improvement plan submitted pursuant to section 256.7,
27 8 subsection 21.

27 9 Sec. 52. Section 284A.2, Code 2007, is amended by adding
27 10 the following new subsection:
27 11 NEW SUBSECTION. 3A. A beginning administrator shall be
27 12 informed by the school district or the area education agency,
27 13 prior to the beginning administrator's participation in a
27 14 mentoring and induction program, of the criteria upon which
27 15 the administrator will be evaluated and of the evaluation
27 16 process utilized by the school district or area education
27 17 agency.

CODE: Requires a school district or Area Education Agency to inform a beginning administrator of the criteria used and the process for evaluation.

27 18 Sec. 53. Section 284A.2, subsection 4, Code 2007, is
27 19 amended to read as follows:
27 20 4. By the end of a beginning administrator's ~~second first~~
27 21 year of employment, the beginning administrator may be
27 22 comprehensively evaluated ~~at the discretion of the school~~
27 23 ~~board to determine if the administrator meets expectations to~~
27 24 move to a standard administrator license. The school district
27 25 or area education agency that employs a beginning
27 26 administrator shall recommend the beginning administrator for
27 27 a standard license if the beginning administrator is
27 28 determined through a comprehensive evaluation to demonstrate
27 29 competence in the Iowa standards for school administrators
27 30 adopted pursuant to section 256.7, subsection 27. A school
27 31 district or area education agency may allow a beginning
27 32 administrator a second year to demonstrate competence in the
27 33 Iowa standards for school administrators if, after conducting

CODE: Requires a school district or Area Education Agency (AEA) that employs a beginning administrator to determine, at the end of the administrator's first year of employment, whether the administrator qualifies for a standard administrator license. Permits the district or AEA to allow a beginning administrator up to two years to demonstrate competence in the Iowa standards for school administrators. Requires the Board of Educational Examiners to grant a one-year extension of the beginning administrator's license upon the request of the school district or AEA employing the administrator.

27 34 a comprehensive evaluation, the school district or area
 27 35 education agency determines that the administrator is likely
 28 1 to successfully demonstrate competence in the Iowa standards
 28 2 for school administrators by the end of the second year. Upon
 28 3 notification by the school district or area education agency,
 28 4 the board of educational examiners shall grant a beginning
 28 5 administrator who has been allowed a second year to
 28 6 demonstrate competence a one-year extension of the beginning
 28 7 administrator's initial license. An administrator granted a
 28 8 second year to demonstrate competence shall undergo a
 28 9 comprehensive evaluation at the end of the second year.

28 10 Sec. 54. NEW SECTION. 284A.1 ADMINISTRATOR QUALITY
 28 11 PROGRAM.

28 12 An administrator quality program is established to promote
 28 13 high student achievement and enhanced educator quality. The
 28 14 program shall consist of the following three major components:

28 15 1. Mentoring and induction programs that provide support
 28 16 for administrators in accordance with section 284A.2, as
 28 17 amended in this Act.

28 18 2. Professional development designed to directly support
 28 19 best practices for leadership.

28 20 3. Evaluation of administrators against the Iowa standards
 28 21 for school administrators.

28 22 Sec. 55. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
 28 23 ADMINISTRATORS EVALUATIONS.

28 24 By July 1, 2008, each school board shall provide for
 28 25 evaluations for administrators under individual professional
 28 26 development plans developed in accordance with section
 28 27 279.23A, and the Iowa standards for school administrators and
 28 28 related criteria adopted by the state board in accordance with
 28 29 section 256.7, subsection 27. A local school board may
 28 30 establish additional administrator standards and related
 28 31 criteria.

28 32 Sec. 56. NEW SECTION. 284A.4 PARTICIPATION.

CODE: Establishes the Administrator Quality Program to include mentoring and induction programs, professional development, and evaluation against the Iowa standards for school administrators.

DETAIL: The Beginning Administrator Mentoring and Induction Program was established in FY 2006, and is now made part of the Administrator Quality Program. Senate File 588 (FY 2008 Education Appropriations Bill) appropriates \$250,000 from the General Fund to the Mentoring and Induction Program for FY 2008.

CODE: Requires local school boards to provide for evaluations of administrators by July 1, 2008. Requires the evaluations to be based on individual career development plans and the Iowa standards for school administrators and related criteria. Permits local school boards to establish additional administrator standards and related criteria.

CODE: Requires school districts to participate in the Administrator

28 33 Effective July 1, 2007, each school district shall
28 34 participate in the administrator quality program, and the
28 35 board of directors of each school district shall do all of the
29 1 following:
29 2 1. Implement a beginning administrator mentoring and
29 3 induction program as provided in this chapter.
29 4 2. Adopt individual administrator professional development
29 5 plans in accordance with this chapter.
29 6 3. Adopt an administrator evaluation plan that, at a
29 7 minimum, requires an evaluation of administrators in the
29 8 school district annually pursuant to section 279.23A and based
29 9 upon the Iowa standards for school administrators and
29 10 individual administrator professional development plans.

Quality Program by July 1, 2007. Requires the districts to implement a beginning administrator mentoring and induction program, adopt individual administrator career development plans, and adopt an administrator evaluation plan that requires annual evaluation based on the Iowa standards for school administrators and the individual career development plans.

29 11 Sec. 57. NEW SECTION. 284A.6 ADMINISTRATOR PROFESSIONAL
29 12 DEVELOPMENT.

29 13 1. Each school district shall be responsible for the
29 14 provision of professional growth programming for individuals
29 15 employed in a school district administrative position by the
29 16 school district or area education agency as deemed appropriate
29 17 by the board of directors of the school district or area
29 18 education agency. School districts may collaborate with other
29 19 educational stakeholders including other school districts,
29 20 area education agencies, professional organizations, higher
29 21 education institutions, and private providers, regarding the
29 22 provision of professional development for school district
29 23 administrators. Professional development programming for
29 24 school district administrators may include support that meets
29 25 the professional development needs of individual
29 26 administrators aligned to the Iowa standards for school
29 27 administrators adopted pursuant to section 256.7, subsection
29 28 27, and meets individual administrator professional
29 29 development plans.

29 30 2. In cooperation with the administrator's evaluator, the
29 31 administrator who has a standard administrator's license
29 32 issued by the board of educational examiners pursuant to
29 33 chapter 272 and is employed by a school district or area

CODE: Requires local school districts to provide professional growth programming for school administrators. Requires administrators to develop individual career development plans. Requires annual review of the administrator's progress in meeting the goals of the plan.

29 34 education agency in a school district administrative position,
29 35 shall develop an individual administrator professional
30 1 development plan. The purpose of the plan is to promote
30 2 individual and group professional development. The individual
30 3 plan shall be based, at a minimum, on the needs of the
30 4 administrator, the Iowa standards for school administrators
30 5 adopted pursuant to section 256.7, subsection 27, and the
30 6 student achievement goals of the attendance center and the
30 7 school district as outlined in the comprehensive school
30 8 improvement plan.

30 9 3. The administrator's evaluator shall meet annually as
30 10 provided in section 279.23A with the administrator to review
30 11 progress in meeting the goals in the administrator's
30 12 individual plan. The purpose of the meeting shall be to
30 13 review collaborative work with other staff on student
30 14 achievement goals and to modify as necessary the
30 15 administrator's individual plan to reflect the individual
30 16 administrator's and the school district's needs and the
30 17 individual's progress in meeting the goals in the plan. The
30 18 administrator shall present to the evaluator evidence of
30 19 progress. The administrator's supervisor and the evaluator
30 20 shall review and the supervisor may modify the administrator's
30 21 individual plan.

30 22 Sec. 58. NEW SECTION. 284A.7 EVALUATION REQUIREMENTS FOR
30 23 ADMINISTRATORS.

30 24 A school district shall conduct an evaluation of an
30 25 administrator who holds a standard license issued under
30 26 chapter 272 at least once every three years for purposes of
30 27 assisting the administrator in making continuous improvement,
30 28 documenting continued competence in the Iowa standards for
30 29 school administrators adopted pursuant to section 256.7,
30 30 subsection 27, or to determine whether the administrator's
30 31 practice meets school district expectations. The review shall
30 32 include, at a minimum, an assessment of the administrator's
30 33 competence in meeting the Iowa standards for school
30 34 administrators and the goals of the administrator's individual

CODE: Requires school districts to conduct evaluations of
administrators holding standard licenses at least once every three
years.

30 35 professional development plan, including supporting
 31 1 documentation or artifacts aligned to the Iowa standards for
 31 2 school administrators and the individual administrator's
 31 3 professional development plan.

31 4 Sec. 59. 2006 Iowa Acts, chapter 1182, section 1,
 31 5 unnumbered paragraph 2, is amended to read as follows:
 31 6 For purposes, as provided in law, of the student
 31 7 achievement and teacher quality program established pursuant
 31 8 to chapter 284:
 31 9 FY 2006-2007..... \$104,343,894
 31 10 FY 2007-2008..... ~~\$139,343,894~~
 31 11 173,943,894
 31 12 FY 2008-2009..... ~~\$174,343,894~~
 31 13 248,943,894

CODE: Increases the General Fund appropriations to the Department of Education for FY 2008 and FY 2009 for the Student Achievement and Teacher Quality Program.

DETAIL: The FY 2008 appropriation is increased by \$34,600,000 and is an increase of \$69,600,000 compared to the estimated FY 2007 appropriation. The FY 2009 appropriation is increased \$75,000,000 and is an increase of \$75,000,000 compared to the FY 2008 appropriation.

31 14 Sec. 60. Section 284A.1, Code 2007, is transferred to
 31 15 section 284A.2.

CODE: Technical change.

31 16 Sec. 61. Section 284A.2, Code 2007, is transferred to
 31 17 section 284A.5.

CODE: Technical change.

31 18 Sec. 62. Section 284A.3, Code 2007, is transferred to
 31 19 section 284A.8.

CODE: Technical change.

31 20 Sec. 63. CODE EDITOR DIRECTIVE. The Code editor is
 31 21 directed to correct internal references in the Code as
 31 22 necessary due to enactment of the sections of this Act that
 31 23 relocate sections 284A.1, 284A.2, and 284A.3.

Directs the Code Editor to correct internal references as needed.

31 24 Sec. 64. EFFECTIVE DATE. The section of this Act amending
 31 25 section 284.13, subsection 1, paragraph "j", relating to the
 31 26 nonreversion of funds, being deemed of immediate importance,

Section 45, requiring nonreversion of funds for the Pay for Performance Program, takes effect on enactment.

31 27 takes effect upon enactment.

31 28 Sec. 65. STATE MANDATE FUNDING SPECIFIED. In accordance
31 29 with section 25B.2, subsection 3, the state cost of requiring
31 30 compliance with any state mandate included in this Act shall
31 31 be paid by a school district from state school foundation aid
31 32 received by the school district under section 257.16 and
31 33 moneys appropriated in this Act. This specification of the
31 34 payment of the state cost shall be deemed to meet all the
31 35 state funding-related requirements of section 25B.2,
32 1 subsection 3, and no additional state funding shall be
32 2 necessary for the full implementation of this Act by and
32 3 enforcement of this Act against all affected school districts.

Requires the costs to school districts of complying with the requirements of this Act to be paid from school foundation aid and no additional State funding shall be necessary.

32 4 SF 277

32 5 kh:rj/cc/26

Summary Data

General Fund

	Actual FY 2006	Estimated FY 2007	Senate Action FY 2008	House Action FY 2008	Final Action FY 2008	Final Action vs. Est 2007	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Education	\$ 69,593,894	\$ 104,343,894	\$ 173,943,894	\$ 173,943,894	\$ 173,943,894	\$ 69,600,000	
Grand Total	<u><u>\$ 69,593,894</u></u>	<u><u>\$ 104,343,894</u></u>	<u><u>\$ 173,943,894</u></u>	<u><u>\$ 173,943,894</u></u>	<u><u>\$ 173,943,894</u></u>	<u><u>\$ 69,600,000</u></u>	

Education

General Fund

	Actual FY 2006	Estimated FY 2007	Senate Action FY 2008	House Action FY 2008	Final Action FY 2008	Final Action vs. Est 2007	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>Education, Department of</u>							
Education, Department of							
Student Achievement/Teacher Quality	\$ 69,593,894	\$ 104,343,894	\$ 173,943,894	\$ 173,943,894	\$ 173,943,894	\$ 69,600,000	PG 31 LN 4
Total Education, Department of	\$ 69,593,894	\$ 104,343,894	\$ 173,943,894	\$ 173,943,894	\$ 173,943,894	\$ 69,600,000	
Total Education	\$ 69,593,894	\$ 104,343,894	\$ 173,943,894	\$ 173,943,894	\$ 173,943,894	\$ 69,600,000	

**Student Achievement and Teacher Quality Program
Allocations of the Annual Appropriation**

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
National Board Certification	\$ 1,900,000	\$ 1,400,000	\$ 700,000	\$ 1,100,000	\$ 2,000,000	\$ 1,915,000	\$ 2,500	\$ 1,002,500
NBC Support Program	0	0	0	0	0	250,000	0	0
Ambassador to Education	0	0	75,000	75,000	85,000	85,000	85,000	85,000
Market Factor Incentives - Librarians, Counselors, Nurses	0	0	0	0	0	0	1,000,000	0
Mentoring and Induction	2,400,000	4,100,000	4,200,000	3,500,000	4,200,000	4,650,000	4,650,000	4,650,000
Career/Prof. Dev. and Eval. Training	3,000,000	1,750,000	1,300,000	175,000	400,000	610,000	695,000	695,000
Praxis II Pilot	500,000	500,000	0	0	0	0	0	0
Variable Pay	1,000,000	0	500,000	0	0	0	0	0
Add'l. Prof. Dev. Day(s)	0	0	0	0	10,000,000	10,000,000	0	0
Professional Development	0	0	0	0	0	0	20,000,000	0
Teacher Dev. Academies	0	0	0	0	0	0	1,845,000	0
Market Factor Incentives	0	0	0	0	0	3,390,000	3,390,000	7,500,000
Pay for Performance*	0	0	0	0	0	850,000	1,000,000	2,500,000
Institute for Tomorrow's Workforce	0	0	0	0	0	150,000	0	0
Salaries or Prof. Dev.	0	0	0	0	6,625,000	6,625,000	0	0
Teacher Compensation	31,200,000	32,250,000	37,500,000	40,433,894	46,283,894	75,818,894	141,276,394	232,511,394
Totals	<u>\$ 40,000,000</u>	<u>\$ 40,000,000</u>	<u>\$ 44,275,000</u>	<u>\$ 45,283,894</u>	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 173,943,894</u>	<u>\$ 248,943,894</u>

NBC = National Board Certification

Legislative Services Agency
Student Achievement and Teacher Quality Program
Estimated Basic Teacher Compensation Allocations by District for FY 2008

Dist	District Name	Oct. 2006 Certified Enrollment	Basic Compensation Teacher FTE (Including Nurses*)	FY 2007 Allocation Amount	FY 2008 Estimated Allocation Amount	FY 2008 v. FY 2007
18	ADAIR-CASEY	365.6	32.0	\$ 59,345	\$ 108,387	\$ 49,042
27	ADEL-DESOTO-MINBURN	1,425.9	120.7	230,798	415,186	184,388
9	AGWSR	719.2	59.8	127,450	207,447	79,996
441	A-H-S-T	682.0	48.2	100,537	181,685	81,149
63	AKRON WESTFIELD	520.0	53.9	95,753	168,957	73,204
72	ALBERT CITY-TRUESDALE	251.3	13.4	32,210	59,167	26,957
81	ALBIA	1,245.5	94.0	194,121	342,414	148,294
99	ALBURNETT	596.9	47.0	95,927	167,558	71,631
108	ALDEN	276.7	20.4	37,364	75,238	37,874
126	ALGONA	1,196.1	99.4	199,943	345,058	145,115
135	ALLAMAKEE	1,395.1	101.4	215,004	376,538	161,534
153	ALLISON-BRISTOW	302.0	25.0	50,519	86,950	36,430
171	ALTA	575.4	51.4	99,022	172,340	73,318
225	AMES	4,320.0	345.6	677,501	1,222,379	544,878
234	ANAMOSA	1,439.4	114.7	219,145	406,538	187,394
243	ANDREW	338.0	27.9	53,707	97,172	43,465
252	ANITA	271.7	28.0	51,859	88,037	36,178
261	ANKENY	7,355.1	492.2	995,375	1,909,739	914,363
270	ANTHON-OTO	284.0	28.4	52,655	90,477	37,822
279	APLINGTON-PARKERSBURG	779.0	59.0	123,492	214,440	90,948
333	ARMSTRONG-RINGSTED	355.0	39.0	67,862	119,330	51,468
355	AR-WE-VA	396.6	28.8	62,629	107,060	44,430
387	ATLANTIC	1,458.8	122.9	237,171	423,851	186,680
414	AUDUBON	633.3	56.0	111,306	188,701	77,395
423	AURELIA	300.1	28.0	52,556	92,079	39,524
472	BALLARD	1,383.7	97.7	200,764	368,435	167,671
504	BATTLE CREEK-IDA GROVE	702.9	63.3	120,677	211,391	90,715
513	BAXTER	382.8	34.5	63,045	115,184	52,140
540	BCLUW	651.1	49.4	100,753	179,464	78,712
549	BEDFORD	484.8	52.3	93,849	161,163	67,313
576	BELLE PLAINE	625.4	51.0	106,692	178,686	71,994

Legislative Services Agency
Student Achievement and Teacher Quality Program
Estimated Basic Teacher Compensation Allocations by District for FY 2008

Dist	District Name	Oct. 2006 Certified Enrollment	Basic Compensation Teacher FTE (Including Nurses*)	FY 2007 Allocation Amount	FY 2008 Estimated Allocation Amount	FY 2008 v. FY 2007
585	BELLEVUE	650.1	49.4	101,085	179,270	78,185
594	BELMOND-KLEMME	739.6	55.5	124,158	202,743	78,585
603	BENNETT	230.6	10.9	28,550	51,806	23,256
609	BENTON	1,667.6	124.9	257,189	456,707	199,519
621	BETTENDORF	4,094.8	302.4	624,030	1,113,855	489,825
720	BONDURANT-FARRAR	1,114.6	94.5	165,144	324,882	159,738
729	BOONE	2,337.3	185.6	372,794	658,857	286,063
747	BOYDEN-HULL	608.0	50.3	97,153	174,977	77,825
1917	BOYER VALLEY	500.0	46.0	83,374	152,166	68,792
846	BROOKLYN-GUERNSEY-MALCOM	616.1	46.0	97,396	168,474	71,078
882	BURLINGTON	4,626.5	336.0	700,537	1,248,352	547,815
914	C AND M	214.0	19.9	37,869	65,505	27,636
916	CAL	293.6	32.1	53,083	98,451	45,368
918	CALAMUS-WHEATLAND	549.9	47.6	86,608	162,025	75,417
936	CAMANCHE	981.0	75.1	148,288	271,615	123,327
977	CARDINAL	678.7	57.8	113,978	198,196	84,218
981	CARLISLE	1,731.2	118.4	238,933	454,064	215,130
999	CARROLL	1,817.4	130.5	273,284	487,635	214,350
1044	CEDAR FALLS	4,291.2	337.3	669,403	1,203,461	534,058
1053	CEDAR RAPIDS	17,676.6	1,318.9	2,701,033	4,832,126	2,131,093
1062	CENTER POINT-URBANA	1,221.5	105.6	200,174	359,633	159,459
1071	CENTERVILLE	1,520.0	129.8	256,796	444,613	187,816
1080	CENTRAL	576.9	41.9	88,236	155,683	67,448
1089	CENTRAL CITY	493.4	45.5	84,208	150,348	66,140
1082	CENTRAL CLINTON	1,553.1	129.7	253,208	449,209	196,001
1093	CENTRAL DECATUR	705.1	60.8	118,496	207,247	88,752
1079	CENTRAL LEE	959.2	83.6	161,361	283,675	122,314
1095	CENTRAL LYON	721.2	51.5	110,228	192,945	82,716
1107	CHARITON	1,437.1	109.0	227,769	396,009	168,241
1116	CHARLES CITY	1,645.4	126.5	249,154	456,439	207,284
1134	CHARTER OAK-UTE	343.4	32.3	62,787	105,678	42,891

Legislative Services Agency
Student Achievement and Teacher Quality Program
Estimated Basic Teacher Compensation Allocations by District for FY 2008

Dist	District Name	Oct. 2006 Certified Enrollment	Basic Compensation Teacher FTE (Including Nurses*)	FY 2007 Allocation Amount	FY 2008 Estimated Allocation Amount	FY 2008 v. FY 2007
1152	CHEROKEE	1,011.6	89.4	175,666	301,330	125,665
1197	CLARINDA	931.5	75.5	155,940	265,321	109,381
1206	CLARION-GOLDFIELD	910.1	78.8	150,190	268,193	118,003
1211	CLARKE	1,343.7	109.9	219,282	384,564	165,282
1215	CLARKSVILLE	359.8	30.5	58,765	104,936	46,171
1218	CLAY CENTRAL-EVERLY	437.1	42.0	81,347	136,135	54,787
2763	CLAYTON RIDGE	688.0	56.0	113,037	196,385	83,349
1221	CLEAR CREEK AMANA	1,405.8	116.6	221,694	405,096	183,401
1233	CLEAR LAKE	1,395.3	107.4	220,104	387,342	167,238
1224	CLEARFIELD	104.0	7.3	16,235	27,522	11,287
1278	CLINTON	4,374.9	345.1	689,627	1,229,218	539,591
1332	COLFAX-MINGO	865.3	68.0	138,613	242,664	104,051
1337	COLLEGE	3,822.5	303.4	574,922	1,077,297	502,375
1350	COLLINS-MAXWELL	534.4	48.6	90,969	161,647	70,678
1359	COLO-NESCO	520.7	43.9	87,925	151,404	63,479
1368	COLUMBUS	1,034.4	89.0	168,375	303,820	135,446
1413	COON RAPIDS-BAYARD	485.7	47.0	83,294	151,920	68,627
1431	CORNING	509.5	48.8	92,302	158,398	66,096
1449	CORWITH-WESLEY	164.0	22.2	37,666	62,578	24,912
1476	COUNCIL BLUFFS	9,407.3	669.2	1,423,118	2,513,355	1,090,237
1503	CRESTON	1,431.0	117.3	238,080	409,972	171,891
1576	DALLAS CENTER-GRIMES	1,646.6	133.9	256,655	469,698	213,043
1602	DANVILLE	464.1	41.3	77,053	138,752	61,699
1611	DAVENPORT	16,492.0	1,259.4	2,578,976	4,559,786	1,980,810
1619	DAVIS COUNTY	1,220.2	96.8	195,539	343,723	148,184
1638	DECORAH	1,417.6	119.4	238,348	411,741	173,392
1647	DEEP RIVER-MILLERSBURG	195.0	12.9	29,722	50,279	20,557
1675	DELWOOD	260.1	11.9	26,662	57,731	31,069
1701	DENISON	1,818.6	130.8	276,590	488,462	211,873
1719	DENVER	714.2	51.2	107,753	191,427	83,674
1737	DES MOINES INDEPENDENT	31,218.4	2,727.5	4,923,545	9,243,208	4,319,663

Legislative Services Agency
Student Achievement and Teacher Quality Program
Estimated Basic Teacher Compensation Allocations by District for FY 2008

Dist	District Name	Oct. 2006 Certified Enrollment	Basic Compensation Teacher FTE (Including Nurses*)	FY 2007 Allocation Amount	FY 2008 Estimated Allocation Amount	FY 2008 v. FY 2007
1782	DIAGONAL	97.0	14.3	22,790	39,042	16,252
1791	DIKE-NEW HARTFORD	803.4	53.8	119,520	208,748	89,228
1854	DOWS	144.2	12.0	24,305	41,629	17,324
1863	DUBUQUE	10,733.6	898.4	1,692,183	3,107,856	1,415,672
1908	DUNKERTON	495.6	41.3	81,631	143,123	61,492
1926	DURANT	614.8	66.0	107,492	203,914	96,422
1944	EAGLE GROVE	882.6	75.0	145,524	257,562	112,037
1953	EARLHAM	638.4	59.0	103,787	194,761	90,974
1963	EAST BUCHANAN	570.3	41.1	86,601	153,260	66,659
1965	EAST CENTRAL	398.2	35.6	65,410	119,307	53,897
1967	EAST GREENE	394.0	34.4	67,372	116,526	49,154
1968	EAST MARSHALL	733.7	73.3	124,870	233,529	108,659
1970	EAST UNION	521.0	44.1	84,476	151,785	67,309
1972	EASTERN ALLAMAKEE	450.2	39.4	74,993	133,362	58,369
657	EDDYVILLE-BLAKESBURG	734.8	72.0	133,698	231,475	97,776
1989	EDGEWOOD-COLESBURG	509.0	50.4	90,244	161,267	71,023
2007	ELDORA-NEW PROVIDENCE	697.4	57.8	108,214	200,822	92,609
2016	ELK HORN-KIMBALLTON	291.0	26.5	49,266	88,076	38,810
2088	EMMETSBURG	659.3	60.6	113,462	200,600	87,138
2097	ENGLISH VALLEYS	452.1	42.0	77,556	138,313	60,757
2113	ESSEX	281.8	24.5	47,317	83,221	35,904
2124	ESTHERVILLE LINCOLN	1,365.3	116.1	221,087	398,623	177,536
2151	EXIRA	317.4	27.4	52,326	93,334	41,008
2169	FAIRFIELD	1,976.5	150.1	312,507	544,893	232,387
2205	FARRAGUT	291.2	29.5	53,254	93,376	40,123
2295	FOREST CITY	1,278.7	115.3	221,074	385,052	163,978
2313	FORT DODGE	4,035.1	341.8	641,934	1,175,556	533,622
2322	FORT MADISON	2,406.2	178.0	368,297	655,035	286,738
2349	FREDERICKSBURG	297.1	25.4	50,809	86,974	36,165
2367	FREMONT	210.8	13.1	28,196	52,943	24,747
2369	FREMONT-MILLS	471.0	37.0	76,138	131,973	55,835

Legislative Services Agency
Student Achievement and Teacher Quality Program
Estimated Basic Teacher Compensation Allocations by District for FY 2008

Dist	District Name	Oct. 2006 Certified Enrollment	Basic Compensation Teacher FTE (Including Nurses*)	FY 2007 Allocation Amount	FY 2008 Estimated Allocation Amount	FY 2008 v. FY 2007
2376	GALVA-HOLSTEIN	493.8	41.3	81,896	142,977	61,081
2403	GARNER-HAYFIELD	802.0	62.6	127,516	224,172	96,656
2457	GEORGE-LITTLE ROCK	501.6	42.5	82,649	146,157	63,507
2466	GILBERT	1,086.8	78.5	158,131	292,408	134,277
2493	GILMORE CITY-BRADGATE	146.0	17.3	30,200	51,322	21,122
2502	GLADBROOK-REINBECK	766.6	54.1	118,741	204,077	85,336
2511	GLENWOOD	2,099.8	155.0	308,412	571,029	262,617
2520	GLIDDEN-RALSTON	391.3	33.6	62,560	114,811	52,251
2682	GMG	356.3	42.7	71,044	126,049	55,005
2556	GRAETTINGER	236.0	19.8	43,106	68,328	25,222
2664	GREENE	308.0	28.1	55,164	93,260	38,096
2709	GRINNELL-NEWBURG	1,736.5	134.3	267,591	483,057	215,465
2718	GRISWOLD	654.0	51.2	100,377	182,971	82,594
2727	GRUNDY CENTER	643.5	48.7	98,480	177,150	78,670
2754	GUTHRIE CENTER	537.2	50.8	91,837	165,852	74,014
2772	HAMBURG	311.8	29.1	52,985	95,682	42,698
2781	HAMPTON-DUMONT	1,209.0	100.0	195,589	347,974	152,385
2826	HARLAN	1,583.4	120.1	246,027	436,330	190,304
2834	HARMONY	437.9	37.8	74,649	128,820	54,171
2846	HARRIS-LAKE PARK	290.2	24.9	51,320	85,078	33,758
2862	HARTLEY-MELVIN-SANBORN	701.2	61.6	127,032	208,214	81,182
2977	HIGHLAND	654.6	58.9	110,357	196,859	86,501
2988	HINTON	582.7	44.4	89,521	160,862	71,341
2766	H-L-V	386.0	32.2	66,221	111,573	45,352
3029	HOWARD-WINNESHIEK	1,423.0	118.8	233,342	411,484	178,142
3033	HUBBARD-RADCLIFFE	461.6	32.1	80,878	121,925	41,048
3042	HUDSON	714.1	55.4	111,015	198,947	87,932
3060	HUMBOLDT	1,205.5	91.9	188,217	333,073	144,856
3168	IKM	442.8	39.8	75,836	132,999	57,163
3105	INDEPENDENCE	1,458.9	120.6	240,453	419,697	179,244
3114	INDIANOLA	3,336.3	227.5	488,867	873,886	385,019

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3119	INTERSTATE 35	916.3	67.4	133,680	248,830	115,150
3141	IOWA CITY	11,267.9	827.5	1,666,821	3,056,645	1,389,823
3150	IOWA FALLS	1,084.0	91.3	178,321	314,813	136,492
3154	IOWA VALLEY	649.8	49.8	101,966	179,923	77,957
3186	JANESVILLE CONSOLIDATED	355.0	21.4	51,601	87,947	36,346
3195	JEFFERSON-SCRANTON	1,052.0	90.4	180,183	308,786	128,603
3204	JESUP	816.1	59.0	123,365	219,722	96,358
3231	JOHNSTON	5,395.7	365.3	751,963	1,408,641	656,678
3312	KEOKUK	2,318.9	163.0	340,566	615,966	275,400
3330	KEOTA	359.0	37.4	65,979	117,042	51,063
3348	KINGSLEY-PIERSON	487.0	41.6	80,459	142,467	62,008
3375	KNOXVILLE	2,045.7	149.9	311,229	554,346	243,117
3420	LAKE MILLS	647.9	55.3	108,661	189,416	80,755
3465	LAMONI	350.9	38.3	66,333	117,418	51,085
3537	LAURENS-MARATHON	401.0	36.0	70,189	120,448	50,260
3555	LAWTON-BRONSON	630.2	47.6	93,344	173,340	79,996
3600	LE MARS	2,264.9	162.1	341,553	606,938	265,385
3609	LENOX	347.1	36.4	64,287	113,554	49,267
3645	LEWIS CENTRAL	2,498.6	190.6	384,945	690,403	305,458
3705	LINEVILLE-CLIO	95.8	13.9	21,372	38,214	16,843
3715	LINN-MAR	6,196.2	414.5	850,789	1,608,699	757,910
3744	LISBON	657.3	45.2	93,832	172,819	78,987
3798	LOGAN-MAGNOLIA	660.3	52.5	104,453	186,260	81,807
3816	LONE TREE	389.0	40.5	69,232	126,778	57,545
3841	LOUISA-MUSCATINE	913.7	76.0	146,615	263,711	117,096
3897	LUVERNE	91.0	7.6	18,255	26,373	8,117
3906	LYNNVILLE-SULLY	479.5	41.6	81,560	141,449	59,890
3942	MADRID	613.4	47.0	93,681	169,876	76,195
3978	MALVERN	349.0	34.7	63,697	110,864	47,167
4014	MANNING	438.0	42.8	80,170	137,668	57,498
4023	MANSON NORTHWEST WEBSTER	702.6	60.1	115,536	205,792	90,256

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4033	MAPLE VALLEY	564.9	40.5	88,705	151,486	62,781
4041	MAQUOKETA	1,519.4	141.7	260,833	465,759	204,926
4043	MAQUOKETA VALLEY	862.3	66.7	133,747	239,873	106,126
4068	MARCUS-MERIDEN-CLEGHORN	526.3	44.6	92,182	153,367	61,185
4086	MARION INDEPENDENT	1,823.9	158.0	298,607	537,564	238,957
4104	MARSHALLTOWN	5,372.5	354.5	757,655	1,386,074	628,420
4122	MARTENSDALE-ST MARYS	521.2	43.8	82,449	151,136	68,687
4131	MASON CITY	4,012.2	302.1	629,556	1,101,593	472,037
4203	MEDIAPOLIS	898.5	72.4	142,429	255,128	112,700
4212	MELCHER-DALLAS	400.0	34.2	66,822	117,013	50,191
4266	MESERVEY-THORNTON	168.5	19.5	33,258	58,401	25,143
4419	MFL MARMAC	909.0	75.9	149,443	262,873	113,430
4269	MIDLAND	624.0	63.5	113,981	200,753	86,772
4271	MID-PRAIRIE	1,236.9	97.3	199,152	347,049	147,896
4356	MISSOURI VALLEY	905.8	66.9	139,491	246,447	106,955
4149	MOC-FLOYD VALLEY	1,322.5	102.0	203,326	367,390	164,065
4437	MONTEZUMA	514.3	45.4	88,503	153,017	64,514
4446	MONTICELLO	1,039.1	80.4	157,855	289,074	131,219
4491	MORAVIA	314.8	39.0	61,660	113,683	52,023
4505	MORMON TRAIL	296.0	29.5	52,761	94,122	41,361
4509	MORNING SUN	228.1	17.6	35,611	63,442	27,831
4518	MOULTON-UDELL	242.0	25.2	44,438	78,878	34,439
4527	MOUNT AYR	669.6	67.9	118,375	214,996	96,621
4536	MOUNT PLEASANT	2,130.1	158.3	329,129	581,181	252,052
4554	MOUNT VERNON	1,072.3	87.7	169,321	306,882	137,561
4572	MURRAY	288.0	33.0	56,836	99,232	42,396
4581	MUSCATINE	5,504.1	413.3	848,424	1,509,290	660,866
4599	NASHUA-PLAINFIELD	737.0	55.8	111,743	202,983	91,240
4617	NEVADA	1,559.0	109.5	234,737	413,988	179,251
4662	NEW HAMPTON	1,120.5	90.3	173,190	318,141	144,951
4689	NEW LONDON	564.4	47.6	90,720	164,008	73,288

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4698	NEW MARKET	158.4	7.7	25,283	35,894	10,610
4644	NEWELL-FONDA	478.0	40.4	78,727	139,101	60,374
4725	NEWTON	3,328.6	252.8	521,480	917,884	396,405
4751	NISHNA VALLEY	231.0	27.9	46,192	82,106	35,913
2673	NODAWAY VALLEY	755.2	63.4	124,704	218,969	94,265
4761	NORA SPRINGS-ROCK FALLS	425.0	40.7	74,978	132,137	57,159
3691	NORTH CEDAR	952.5	77.9	155,875	272,528	116,653
4772	NORTH CENTRAL	550.3	37.6	80,037	144,217	64,180
4774	NORTH FAYETTE	1,006.0	71.4	156,516	268,394	111,878
873	NORTH IOWA	569.7	50.4	101,347	169,740	68,393
4778	NORTH KOSSUTH	370.7	30.2	62,361	105,790	43,429
4777	NORTH LINN	776.3	57.8	116,690	211,994	95,304
4776	NORTH MAHASKA	569.3	43.8	89,125	157,893	68,767
4779	NORTH POLK	1,120.1	85.2	163,768	309,126	145,358
4784	NORTH SCOTT	3,002.1	222.2	459,272	817,483	358,211
4785	NORTH TAMA COUNTY	548.1	42.2	86,155	152,083	65,928
4787	NORTH WINNESHIEK	330.7	22.9	49,185	87,276	38,092
4773	NORTHEAST	583.6	54.0	101,911	178,158	76,247
4775	NORTHEAST HAMILTON	265.0	28.9	49,925	88,663	38,738
4788	NORTHWOOD-KENSETT	526.8	41.9	84,739	148,699	63,960
4797	NORWALK	2,269.6	176.0	348,910	632,285	283,375
4860	ODEBOLT-ARTHUR	346.7	33.7	65,211	108,706	43,495
4869	OELWEIN	1,414.9	116.6	228,677	406,338	177,661
4878	OGDEN	712.6	61.8	122,092	210,171	88,079
4890	OKOBOJI	908.5	75.8	148,915	262,625	113,710
4905	OLIN CONSOLIDATED	255.7	27.3	46,463	84,560	38,097
4978	ORIENT-MACKSBURG	253.1	29.3	49,608	87,650	38,042
4995	OSAGE	993.2	77.7	158,198	277,889	119,691
5013	OSKALOOSA	2,456.6	190.5	378,141	684,378	306,237
5049	OTTUMWA	4,767.9	358.1	733,315	1,307,630	574,315
5121	PANORAMA	776.2	63.8	127,588	222,578	94,990

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5139	PATON-CHURDAN	226.6	14.9	33,660	58,369	24,709
5160	PCM	998.4	86.2	168,362	293,830	125,467
5163	PEKIN	738.4	60.1	117,281	210,803	93,522
5166	PELLA	2,192.2	143.0	309,236	562,635	253,399
5184	PERRY	1,871.0	155.5	298,233	539,692	241,458
5250	PLEASANT VALLEY	3,371.8	238.0	492,373	897,503	405,130
5256	PLEASANTVILLE	670.9	58.0	109,958	197,545	87,587
5283	POCAHONTAS AREA	618.2	59.4	116,036	192,672	76,635
5301	POMEROY-PALMER	231.5	27.1	44,025	80,840	36,815
5310	POSTVILLE	664.3	50.0	97,892	182,369	84,477
5325	PRAIRIE VALLEY	731.0	67.6	121,086	223,140	102,053
5328	PRESCOTT	104.4	8.5	16,064	29,804	13,740
5337	PRESTON	345.0	29.5	56,913	101,076	44,162
5463	RED OAK	1,328.2	104.9	209,472	373,374	163,902
5486	REMSSEN-UNION	411.0	39.2	69,996	127,552	57,557
5508	RICEVILLE	342.0	38.8	72,174	117,201	45,027
1975	RIVER VALLEY	468.5	50.0	87,853	154,866	67,013
5510	RIVERSIDE	660.9	53.7	107,868	188,482	80,614
5607	ROCK VALLEY	536.3	47.2	90,569	159,367	68,798
5625	ROCKWELL CITY-LYTTON	508.0	54.3	93,711	168,019	74,308
5616	ROCKWELL-SWALEDAL	357.6	31.2	60,844	105,802	44,958
5643	ROLAND-STORY	1,013.6	74.8	157,688	275,660	117,972
5697	RUDD-ROCKFORD-MARBLE RK	598.0	45.5	94,313	165,041	70,729
5715	RUSSELL	206.1	18.9	36,688	62,578	25,890
5724	RUTHVEN-AYRSHIRE	256.0	25.3	43,983	80,933	36,951
5742	SAC	447.2	41.9	81,789	137,446	55,658
5805	SAYDEL	1,323.5	114.5	221,190	389,848	168,659
5823	SCHALLER-CRESTLAND	419.6	39.9	74,448	129,918	55,470
5832	SCHLESWIG	305.1	18.3	41,865	75,451	33,586
5868	SENTRAL	200.0	23.8	41,473	70,467	28,993
5877	SERGEANT BLUFF-LUTON	1,378.7	113.7	218,990	396,177	177,187

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5895	SEYMOUR	291.3	31.3	58,197	96,668	38,471
5922	SHEFFIELD-CHAPIN	332.5	28.3	55,692	97,022	41,331
5949	SHELDON	1,031.3	72.1	152,275	273,284	121,009
5976	SHENANDOAH	1,096.9	87.9	174,435	310,640	136,205
5994	SIBLEY-OCHEYEDAN	858.3	68.0	131,608	241,680	110,072
6003	SIDNEY	385.7	38.0	65,557	121,861	56,304
6012	SIGOURNEY	637.5	61.9	118,463	199,800	81,337
6030	SIOUX CENTER	965.3	80.1	153,793	278,191	124,398
6035	SIOUX CENTRAL	431.0	51.3	88,398	151,842	63,444
6039	SIOUX CITY	14,048.6	988.8	2,103,425	3,734,558	1,631,133
6093	SOLON	1,234.5	85.3	179,234	325,249	146,015
6092	SOUTH CLAY	176.0	10.1	22,593	42,712	20,119
6095	SOUTH HAMILTON	773.3	67.8	121,158	229,295	108,137
6099	SOUTH O'BRIEN	704.1	53.8	112,746	194,728	81,982
6097	SOUTH PAGE	252.8	25.0	48,454	80,038	31,584
6098	SOUTH TAMA COUNTY	1,672.5	129.7	256,357	465,945	209,588
6100	SOUTH WINNESHIEK	666.5	53.1	107,137	188,271	81,134
6101	SOUTHEAST POLK	5,525.1	391.7	782,414	1,473,768	691,353
6094	SOUTHEAST WARREN	584.4	50.1	95,306	171,342	76,036
6096	SOUTHEAST WEBSTER GRAND	619.5	58.0	106,486	190,325	83,840
6091	SOUTHERN CAL	549.2	49.7	94,668	165,720	71,052
6102	SPENCER	1,918.6	153.6	294,646	542,994	248,348
6120	SPIRIT LAKE	1,253.1	95.8	195,076	346,563	151,487
6138	SPRINGVILLE	504.7	41.1	79,993	144,152	64,159
5751	ST ANSGAR	713.2	53.9	109,630	196,149	86,519
6165	STANTON	224.2	23.7	42,364	73,670	31,306
6175	STARMONT	730.1	66.5	125,055	220,912	95,857
6219	STORM LAKE	2,007.4	152.7	304,162	554,025	249,863
6246	STRATFORD	242.0	14.3	32,892	59,374	26,482
6273	SUMNER	616.0	38.8	88,197	155,547	67,350
6345	TERRIL	187.0	14.7	29,361	52,450	23,090

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6408	TIPTON	826.7	67.0	130,835	235,460	104,625
6417	TITONKA CONSOLIDATED	193.0	18.9	37,752	60,774	23,021
6453	TREYNOR	598.0	49.0	90,871	171,275	80,404
6460	TRI-CENTER	784.9	60.1	119,172	217,299	98,127
6462	TRI-COUNTY	343.8	33.4	61,408	107,854	46,445
6471	TRIPOLI	504.2	39.2	75,798	140,644	64,846
6509	TURKEY VALLEY	502.7	44.7	92,337	150,212	57,874
6512	TWIN CEDARS	451.0	41.0	74,390	136,377	61,987
6516	TWIN RIVERS	186.0	17.0	32,083	56,406	24,324
6534	UNDERWOOD	714.7	54.5	112,923	197,464	84,541
6536	UNION	1,255.9	85.2	186,624	328,166	141,542
6561	UNITED	354.3	16.3	38,589	78,818	40,229
6579	URBANDALE	3,129.6	267.5	486,055	916,060	430,005
6591	VALLEY	543.4	43.9	87,496	154,540	67,044
6592	VAN BUREN	763.6	66.4	121,242	225,582	104,339
6615	VAN METER	558.3	49.0	90,201	165,698	75,497
6633	VENTURA	280.1	34.3	59,663	100,491	40,828
6651	VILLISCA	399.9	35.2	68,507	118,869	50,362
6660	VINTON-SHELLSBURG	1,884.7	149.1	299,848	530,217	230,369
6700	WACO	571.5	53.0	93,430	174,695	81,265
6741	WALL LAKE VIEW AUBURN	532.5	42.8	85,118	150,978	65,860
6750	WALNUT	247.0	19.8	40,739	69,891	29,152
6759	WAPELLO	828.9	66.0	132,180	233,988	101,809
6762	WAPSIE VALLEY	694.9	49.8	101,154	186,365	85,211
6768	WASHINGTON	1,800.9	144.2	289,468	509,807	220,339
6795	WATERLOO	10,955.7	788.7	1,658,624	2,943,630	1,285,005
6822	WAUKEE	5,075.6	339.8	665,092	1,318,240	653,149
6840	WAVERLY-SHELL ROCK	1,855.3	128.6	277,155	489,663	212,508
6854	WAYNE	585.3	58.9	102,139	187,089	84,949
6867	WEBSTER CITY	1,579.9	126.0	258,772	446,347	187,575
6921	WEST BEND-MALLARD	339.1	38.2	68,095	115,707	47,613

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6930	WEST BRANCH	772.7	65.0	126,768	224,313	97,545
6937	WEST BURLINGTON IND	492.1	53.8	94,634	164,949	70,315
6943	WEST CENTRAL	353.4	27.5	55,391	98,622	43,232
6264	WEST CENTRAL VALLEY	987.2	82.5	160,892	285,524	124,631
6950	WEST DELAWARE COUNTY	1,662.2	132.5	262,876	469,485	206,609
6957	WEST DES MOINES	8,847.2	596.9	1,287,223	2,305,851	1,018,628
819	WEST HANCOCK	621.0	49.0	102,142	174,541	72,399
6969	WEST HARRISON	528.4	43.2	86,932	151,168	64,236
6975	WEST LIBERTY	1,208.6	106.2	197,703	358,961	161,258
6983	WEST LYON	737.5	56.9	119,513	204,852	85,339
6985	WEST MARSHALL	887.8	66.1	133,540	242,351	108,811
6987	WEST MONONA	697.0	58.6	113,793	202,316	88,523
6990	WEST SIOUX	733.8	64.0	116,239	217,068	100,828
6961	WESTERN DUBUQUE	2,741.6	227.0	435,119	789,423	354,304
6992	WESTWOOD	598.7	55.8	106,052	183,556	77,505
7002	WHITING	218.0	24.2	40,577	73,779	33,202
7029	WILLIAMSBURG	1,149.8	95.0	183,632	330,717	147,085
7038	WILTON	880.4	70.0	141,958	248,347	106,389
7047	WINFIELD-MT UNION	382.6	40.6	69,378	126,057	56,679
7056	WINTERSET	1,693.9	125.7	256,079	461,826	205,748
7083	WODEN-CRYSTAL LAKE	133.0	16.9	29,866	48,748	18,881
7092	WOODBINE	436.6	42.4	79,223	136,830	57,607
7098	WOODBURY CENTRAL	626.1	48.2	94,152	173,797	79,646
7110	WOODWARD-GRANGER	770.9	62.4	116,748	219,376	102,628
Total for School Districts		482,583.9	38,059.2	\$ 75,458,637	\$ 135,575,779	\$ 60,117,142

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9201	Keystone AEA 1		16.4	39,924	58,421	18,497
9205	Prairie Lakes AEA 8		23.5	27,240	83,713	56,473
9207	AEA 267		570.9	511,876	2,033,575	1,521,699
9209	Mississippi Bend AEA 9		26.5	37,005	94,399	57,395
9210	Grant Wood AEA 10		275.4	43,172	981,041	937,869
9211	Heartland AEA 11		110.7	88,256	394,233	305,977
9212	Northwest AEA 12		195.3	92,059	695,527	603,468
9213	Loess Hills AEA 13		147.8	16,446	526,499	510,052
9214	Green Valley AEA 14		54.6	12,335	194,498	182,163
9215	Southern Prairie AEA 15		98.5	8,223	350,881	342,657
9216	Great River AEA 16		80.8	6,167	287,829	281,661
	Total for AEAs		1,600.3	\$ 882,704	\$ 5,700,615	\$ 4,817,911
	Overall Total	482,583.9	39,659.4	\$ 76,341,341	\$ 141,276,394	\$ 64,935,053

District Statistics:

Maximum	\$	4,319,663
Minimum	\$	8,117
Range	\$	4,311,546
Average	\$	160,312
Median	\$	81,807

*Nurse FTE counts from the 2004-2005 CAR.

Sources:

Iowa Department of Education, Certified Annual Financial Report (CAR), Certified Enrollment and Teacher FTE Counts.
LSA Calculations.